

Mount Vernon Police Department



*Attaining the highest quality of life and security
for all who live, work, learn, and visit
the City of Mount Vernon...*

*by working with our neighborhoods
promoting safety and reducing crime.*

2019 Annual Report

MOUNT VERNON POLICE DEPARTMENT CODE OF ETHICS

As a Mount Vernon Police Officer, my fundamental duty is to serve mankind; to safeguard lives and property; to protect the innocent against deception, the weak against oppression or intimidation, and the peaceful against violence or disorder and to respect the Constitutional Rights of all men to liberty, equality and justice.



I will keep my private life unsullied as an example to all; maintain courageous calm in the face of danger, scorn, or ridicule; develop self-restraint and be constantly mindful of the welfare of others. Honest in thought and deed in both my personal and official life. I will be exemplary in obeying the laws of the land and the regulations of the office. Whatever I see or hear of a confidential nature or that is confided in me in my official capacity will be kept ever secret unless revelation is necessary in the performance of my duty. I will never act officiously or permit personal feelings, prejudices, animosities or friendships to influence my decisions.

With no compromise for crime and with relentless prosecution of criminals, I will enforce the law courteously and appropriately without fear or favor, malice or violence and never accepting gratuities.

I recognize the badge of my office as a symbol of public faith, and I accept it as a public trust to be held so long as I am true to the ethics of the police service. I will constantly strive to achieve these objectives and ideals, dedicating myself before God to my chosen profession law enforcement.



DEPARTMENT VISION

Safe and Enjoyable Community Living



DEPARTMENT MISSION

To consistently seek and find ways to affirmatively promote, preserve, and deliver a feeling of security, safety, and productive, quality services to citizens and visitors of our community.

The Department's Vision, Mission and Values, in concert with the Law Enforcement Code of Ethics, reflect the guiding philosophy of the Mount Vernon Police Department.

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INTRODUCTION

This Annual Report identifies and documents the Police Department's 2019 accomplishments and achievements. It's an inward look at our successes and strengths, as well as an outward measure of effectiveness in our ability to build positive community partnerships and citizen involvement. It includes crime statistics and identifies how Department resources are utilized. This report also provides a glimpse into future obstacles and challenges, which will be addressed through annual strategic planning.

“The real measure of a police agency – the fact that separates excellence from mediocrity – is the commitment to purpose and to pursue continuous improvement with integrity”

- MVPD STRATEGIC PLAN

Policing our community requires a balance between enforcement related policing tactics and enhancing the quality of life, and livability in our community through prevention and education. Accomplishing such a balance depends on our ability to focus on and find ways to resolve problematic issues as well as our ability to communicate and partner with citizens and businesses, eliciting their help and support. Crime prevention continues to be the central theme of this organization. Our ultimate goal is to make our community a better place to live, work, learn, and play.



To Our Community:

The Department's 2019 Annual Report is a snap shot of the significant work performed by highly skilled staff and devoted volunteers who are driven by purpose, innovation and problem solving to preserve and grow our community vitality.

We couldn't achieve the levels of success without you! Understanding issues that face our neighborhoods takes collaboration and your participation to achieve lasting results. Mayor Jill Boudreau and our City Council remain committed to policing resources that connect the City's vision of healthy neighborhoods and a "home town" atmosphere.

This report is authored during a time (2020) when an international pandemic (COVID-19) and nationwide civil unrest towards citizen confidence in their police is occurring. Even though it focuses on 2019, the information gives an insightful look at how communities are policed differently.

We continued to expend significant energy addressing the "human service" calls; disorderly conduct, removals, public health concerns, and welfare checks this past year. Of the top 25 police service calls, 85% were typically generated by citizens concerned for life quality issues around their neighborhoods or businesses. Adding to the complexity of "solving" these problems included factors like mental illness, substance abuse, and homelessness.

We are pleased with the overall results but we still have challenges to face and the rise and fall of crime rates will always be with us. Working together with residents, the business community, and City departments, has proven very successful in understanding and addressing crime and the fear it generates.

I would like to recognize and thank Chief Jerry Dodd who retired in July after 40 years of devoted service. The community policing beliefs and partnerships he pioneered will be a lasting legacy for Mount Vernon.

As we look ahead to 2020, we will continue to listen to our community, re-invent practices, be good stewards of the public trust, remain fiscally efficient, and provide the very best possible service to our residents and visitors.

We appreciate your support and understanding and look forward to the continued partnership between the Department and the people we serve.

Respectfully,

Christopher E. Cammock
Chief of Police

"Safe and Enjoyable Community Living"

SNAPSHOT

**Largest Municipality
in
Skagit County**

35,740
2019 Population

12.5 Square Miles
Mount Vernon

31%
Countywide Calls
MVPD Handles

22,772
2019 Service Calls

- 40.95%
Violent Crime
2018-2019

- 47.89%
Burglary
2018-2019

- 26.65%
Theft
2018-2019

1,311
2019 Arrests



THE DEPARTMENT

The Mount Vernon Police Department consists of 46 commissioned officers, 14.5 limited commission, non-commissioned or support staff when fully staffed. 50+ citizen volunteers provide valuable services in our Citizens On Proactive Patrol and Mount Vernon Police Volunteer groups that free up Department staff to respond to service calls, in-progress crimes, apprehend offenders and address life quality issues. They too are invaluable *members of this organization*.

As you review the 2019 crime figures, goals and objectives, accomplishments clearly demonstrate Department personnel have continued to achieve great success under difficult circumstances with finite resources.



ORGANIZATIONAL STRUCTURE & CHARTS

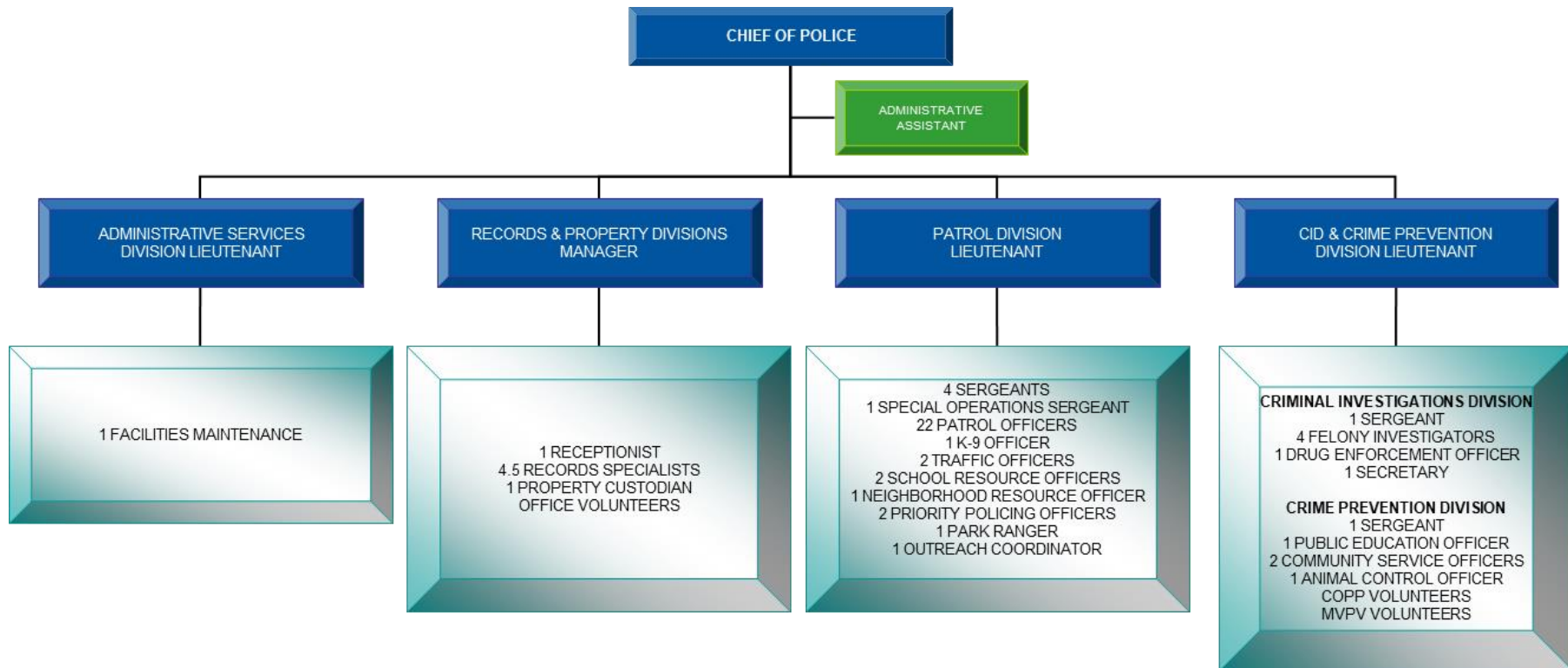
The Department is divided into two “bureaus” each under the direction of a Lieutenant or Manager. A “horizontal” management structure encourages decision-making at all organizational levels in an effort to eliminate bureaucratic barriers, innovate ideas, increase communication efficiency and effectiveness to illicit community trust and support. We strive to hire those who display strong leadership, decision-making, and communication skills, and we provide continued training to enhance these qualities.

The next two pages display staffing and functional organization charts portraying the many core responsibilities necessary to police our community.



STAFFING CHART

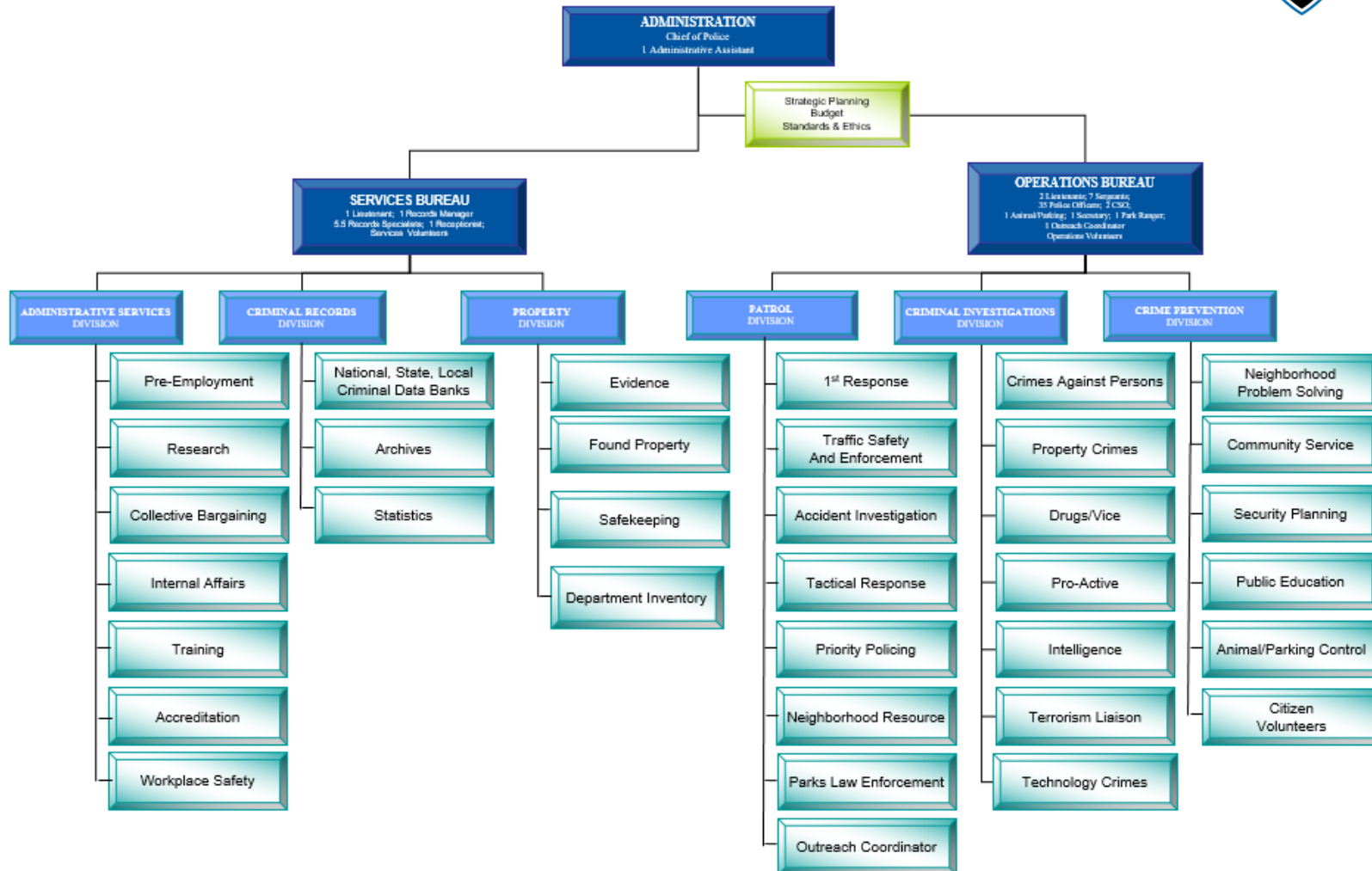
THE CITIZENS OF MOUNT VERNON



Authorized Personnel: 46 Sworn Officers and 14.5 Civilian Staff



FUNCTIONAL CHART



SERVICE BUREAU

Administrative Services Division

This Division is responsible for pre-employment, research, collective bargaining, internal affairs, training, and accreditation. Chris Cammock served as the commander for this Division before being promoted to Interim Police Chief in July and a replacement has not been selected.



Chris Cammock
Interim Chief

Records & Property Divisions



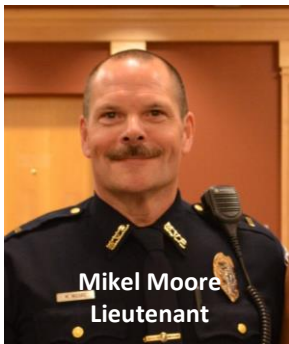
Jennifer Messina
Records Manager

The Records Division is responsible for records management, public inquiry, firearms background/licensing and processing responsibilities for prosecutors and courts.

The Property Division is responsible for the general maintenance, storage, integrity, and management of all property and evidence in the Department's possession.

OPERATIONAL BUREAU

Patrol Division



Mikel Moore
Lieutenant

The most visible representation of policing comes from the Patrol Division where they provide first response to service calls.

- Uniformed first response
- Neighborhood & school resource
- Community Outreach
- Parks and trails law enforcement
- K-9
- Traffic enforcement
- Tactical Response
- Priority Policing Team

Safe and enjoyable community living



Promote, preserve, and deliver a feeling of security, safety & productive quality service

Criminal Investigation Division



This Division investigates serious crimes against persons and/or property; follows up on drug/vice related activity; gathers intelligence; and provides proactive investigation.

They carried over (2018) 21 cases, investigated 317 new cases, and cleared 322 in 2019. One Sergeant, five Investigators, and one Secretary are assigned to this Division.

The Division submits criminal cases to the Prosecutor for review, charging, or declining those cases where the collected information reveals no possibility of the case being solved.

Crime Prevention Division

The Crime Prevention Division is our public education and engagement branch where resources are put towards equipping citizens, identifying and solving community problems. Services include security planning, crime prevention education, and community services. This division is responsible for managing the Department's extensive Volunteer programs.



CRIME

Most crime categories have demonstrated noticeable reductions with aggravated assault (-52.73%) and violent crime (-40.95%) two category leaders. Also lower were burglary (-47.89%), malicious property destruction (-25.85%), drug offenses (-21.62%) and theft (-26.65%).

Total service calls had been showing a steady increase from 2014 through 2018. This year we experienced an (-6.13%) decline. It's too early to tell if the downward trend will continue; however fewer calls doesn't equate to less work.

A decentralized, community approach requires citizens be a part of the problem solving process. Significant time is spent processing complaints (symptoms) to understand root causes. For example, over 400 patrol hours were committed to complaints of aggressive behavior, public health issues, and criminal activity in Historic Downtown. Directed patrols were one part of a larger City Problem Elimination & Reduction Team (PERT) plan to address quality of life impacts for Downtown.

Upon closer examination, sixteen of the top twenty-five calls were 'human service' related. Factors such as mental health, homelessness, substance abuse, affordable housing shortages, were influencers and require non-criminal justice alternatives. It involves time working with medical, mental health, treatment and other social service systems to effect behavior change.

We believe investments made towards homeless outreach, business and residential Block Watch, neighborhood/school resource, multi-agency policing partnerships, police citizen volunteers (COPP/MVPV) and the problem solving collaboration that occurs with the Police Department's Operations Talk and the City's PERT contributed to these results.



CRIME PROFILE

The Mount Vernon Police Department reports its crime data to the National Incident-Based Reporting System (NIBRS) and is NIBRS certified by the FBI. NIBRS presents comprehensive detailed information about crime incidents to law enforcement, researchers, governmental planners, students of crime, and the general public.

[Learn more about NIBRS](http://www.fbi.gov/services/cjis/ucr/nibrs)
www.fbi.gov/services/cjis/ucr/nibrs

The FBI states that in 2018, 44 percent of U.S. law enforcement agencies that previously participated in the Uniformed Crime Reporting Program for collecting crime statistics converted to NIBRS. The FBI envisions agencies across the nation will be NIBRS-compliant by 2021. Data users should use some caution when comparing past statistical data of UCR to NIBRS crime data.

	2013	2014	2015	2016	2017	2018	2019	- % +
Arson*	7	7	8	2	8	6	6	0.00%
Assault - Simple	339	334	330	306	299	261	271	3.83%
Aggravated Assault*	41	46	33	44	39	55	26	-52.73%
Burglary	257	224	206	194	207	261	136	-47.89%
Counterfeit/Forgery	51	21	22	27	23	33	29	-12.12%
Destruction of Property	517	447	603	560	601	468	347	-25.85%
Drug Offenses	305	351	395	463	452	569	446	-21.62%
Fraud Offenses	45	51	55	40	35	51	43	-15.69%
Homicide*	1	0	1	0	2	2	0	
Kidnapping/Abduction	2	7	7	9	6	4	0	
Larceny/Theft - From Vehicle	295	238	214	175	162	196	189	-3.57%
Larceny/Theft - Shoplifting	492	517	553	480	366	407	434	6.63%
Larceny/Theft - Other	125	285	248	283	247	394	289	-26.65%
Motor Vehicle Theft	130	111	90	114	107	114	115	0.88%
Pornography	2	1	1	3	7	1	0	-100.00%
Prostitution	2	1	0	0	0	0	0	
Robbery*	31	21	25	24	17	26	17	-34.62%
Sex Offense - Other	6	1	12	1	12	2	4	100.00%
Sex Offense - Rape*	17	15	12	13	13	16	13	-18.75%
Stolen Property Offenses	48	44	29	36	20	34	19	-44.12%
Total Group A Offenses	3363	3296	3327	3273	3114	3473	2864	-17.54%
Total Group A Incidents	2985	2837	2975	3011	2838	2955	2479	-16.11%
Violent Crime*	97	89	79	83	79	105	62	-40.95%
Violent Crime per 1000	3.01	2.68	2.35	2.46	2.30	2.98	1.73	-41.88%
Calls for Service	20,787	21,276	21,801	23,001	23,921	24,258	22,772	-6.13%
MV Population	32,250	33,170	33,580	33,730	34,360	35,180	35,740	1.59%

MOUNT VERNON

POPULATION

2010

31,743



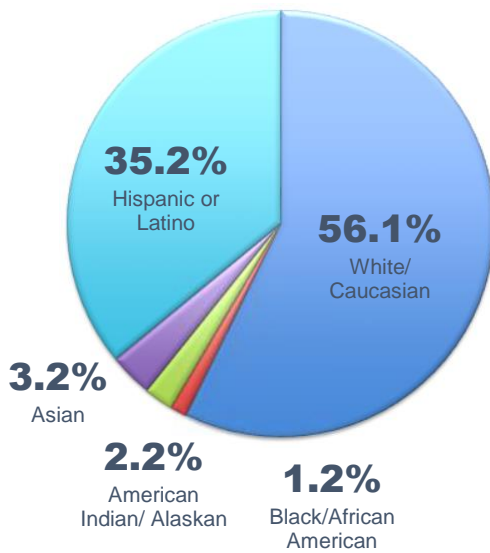
2019

35,740

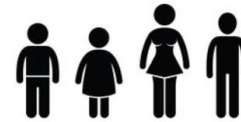


Source: 2019 WA OFM

DEMOGRAPHICS



7.8%
Under 5 years



26.9%
Under 18 years



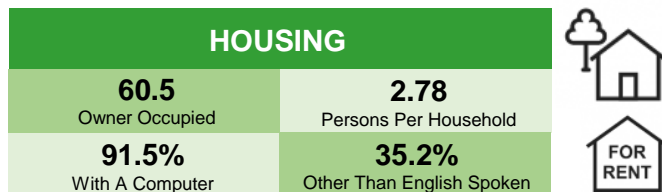
49.5%
18-64 years old



15.8%
65 and over

Source: 2019 U.S. Census Quick Facts

HOUSING



ECONOMY

2012 (\$1,000)



Source: 2019 U.S. Census Quick Facts

MAJOR EMPLOYERS

**Skagit Regional
Regional Health**

Skagit Publishing

**Mount Vernon
School District**

**Draper Valley
Farms**

Lab Corp

**City of Mount
Vernon**

**Mira Vista
Care Center**

PACCAR

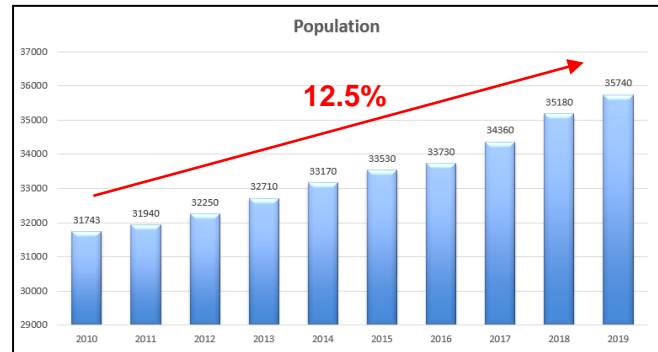
**Skagit County
Government**

**Lowes Home
Improvement**

WalMart

OUR COMMUNITY

Our community continues to grow every year. Traffic volume, congestion, infilling vacant lots, high density housing construction are visible indicators. The impacts of longer commute time, less open space for children and limited affordable housing affect resident outlooks. It's imperative the Police Department deploys resources that improve life quality and neighborhood livability.



Four strategic principles guide our decisions; *open and honest two-way communication* with the community, *adaptability* in providing solutions to issues and problems, *crime prevention* as a central theme of operation, and *shared responsibility* with our citizenry for policing our community. This philosophy is consistent with the direction identified by the Mayor and City Council. Public funds are limited so this means communication and collaboration with other City departments, neighboring law enforcement agencies, community members, and pursuing innovating technologies must continue to occur to effect positive change.



The Crime Prevention Division continues to review crime data by specific neighborhood zones and provides weekly reports. The Patrol Division coordinates our monthly Operations Talk where representatives of every Division, City Code Enforcement, Legal and Parks review activity in each zone. Strategies are developed and priorities are implemented to address these various issues with the goal of solving crime, reducing services duplication, and improving quality of life.

It should be evident as you look through our many accomplishments that our policing philosophy works, improves interaction with other community partners and communication with residents.

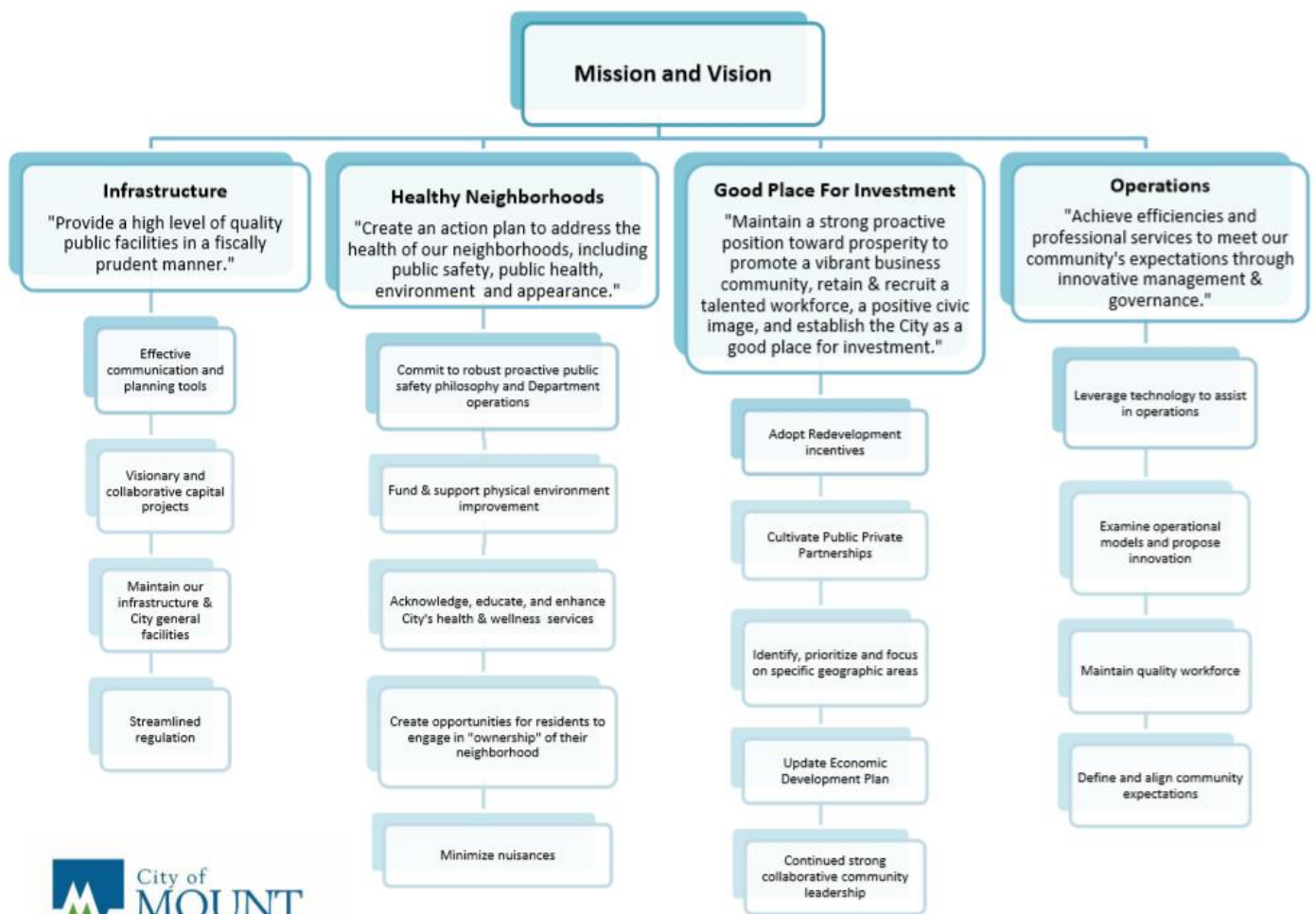
What is driving the growth in our community?

Mount Vernon is a mid-way point between two major international trade centers, Seattle and Vancouver, B.C. Mount Vernon is the center for county government and many social service agencies. Our recreational areas and community events are very attractive to many visitors and our fiber loop and Opportunity Zones that offer tax advantages encourage new business. In 2019, the estimated population for Mount Vernon was 35,740 showing a steady, continued increase.

Mount Vernon has experienced approximately 12.5% population growth since 2010 with an upward trajectory. Record level home prices, low interest rates and a strong overall economy fueled residential and commercial construction.

Development and growing retail business increases the service area for staff as new residents and visitors/shoppers access these services. As the County seat, courts, public, non-profit and social services are centered here which serve our homeless and underserved population.

This attractiveness also means increasing public health calls in the form of removal complaints, disorderly conduct, suspicious circumstances, and criminal activity like vehicle prowl, gang violence, theft, drug activity and traffic related concerns. We design strategies intended to eliminate or reduce these problems.

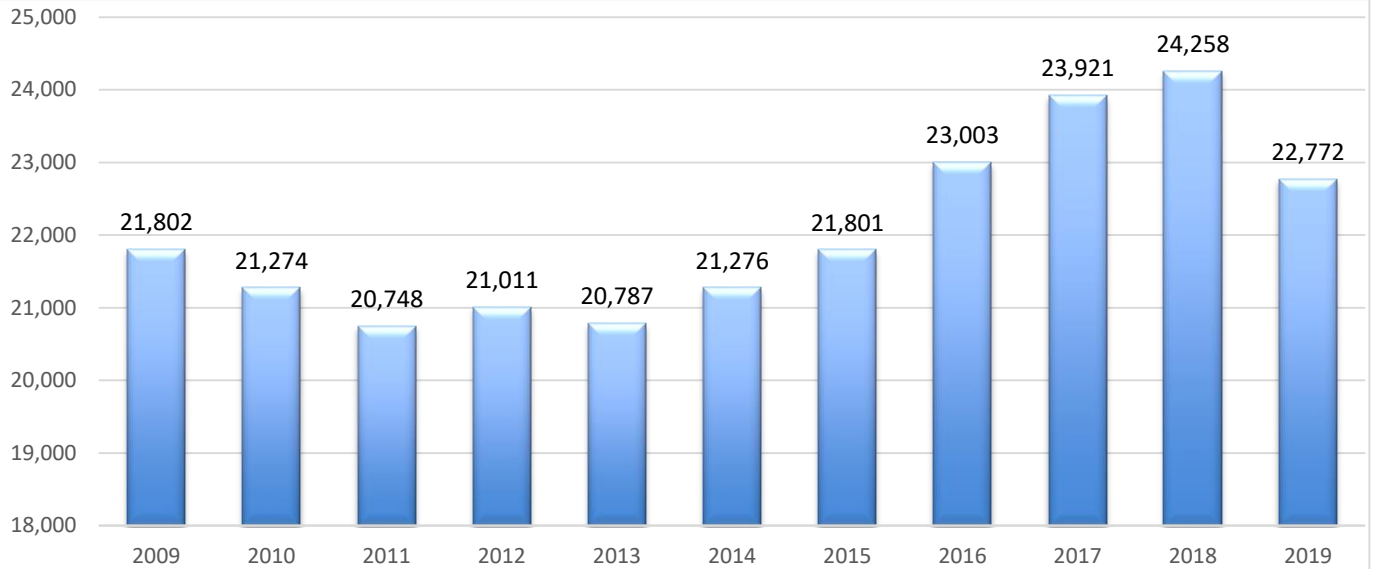


Strategic Goals 2019-2021

CALLS FOR SERVICE

A “call for service” is when police are requested, dispatched or an incident is observed. Not every service call generates a police report. These include, but are not limited to: criminal activity; motor vehicle collisions; assists to other agencies; suspicious activity, alarm activation responses and other service related functions.

Historical Perspective



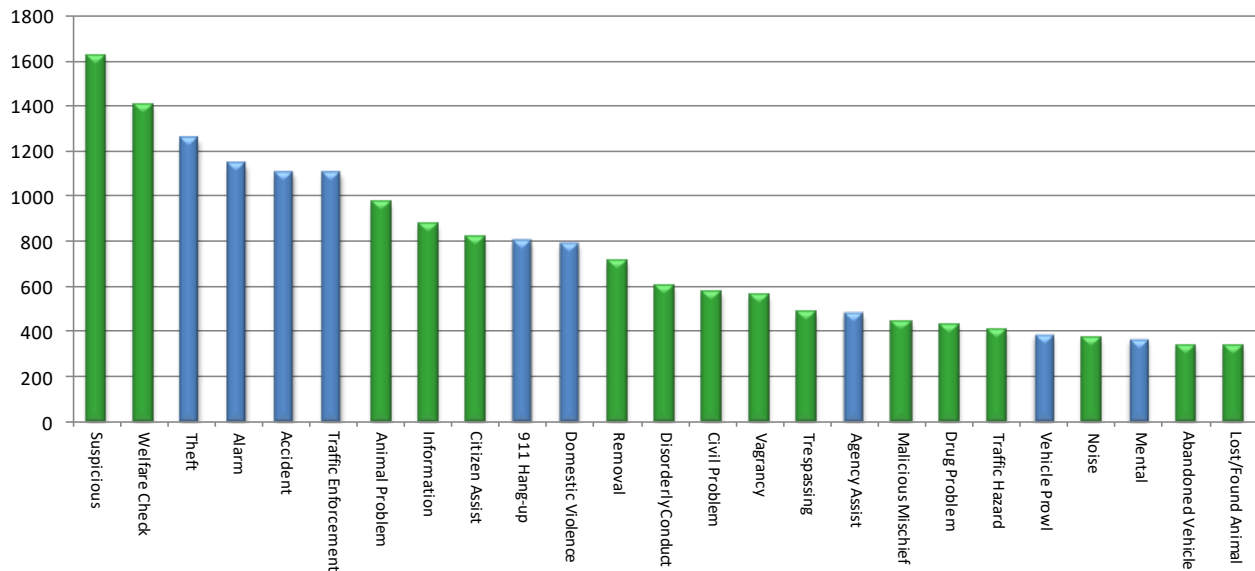
Declined 6.13%, trending towards 10 year average*

**Too early know if this will be a continuing downward trend*

2019 Service Calls

Anacortes Police	9,103
Burlington Police	9,216
Mount Vernon Police	22,772 31%
Sedro Woolley Police	7,124
Skagit County Sheriff	18,313
Swinomish Police	2,551

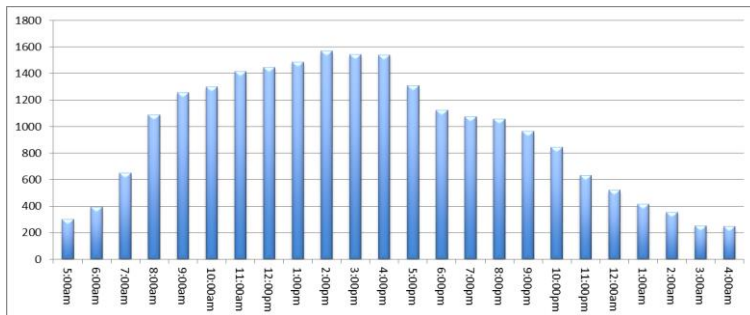
Top 25 Service Calls



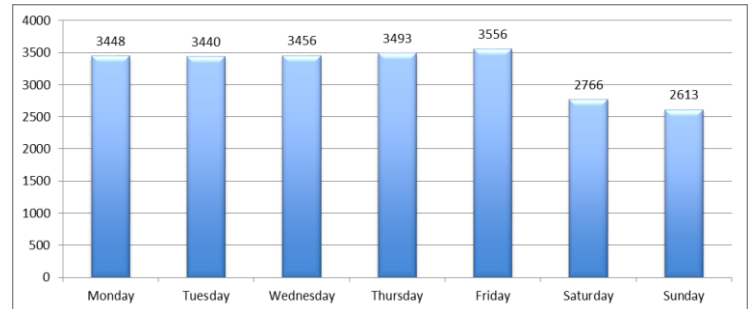
Human Service and Crime/Investigation Related Service Calls

Community Service Officers, Animal Control, Park Ranger, Outreach Coordinator, Commissioned Police Officers

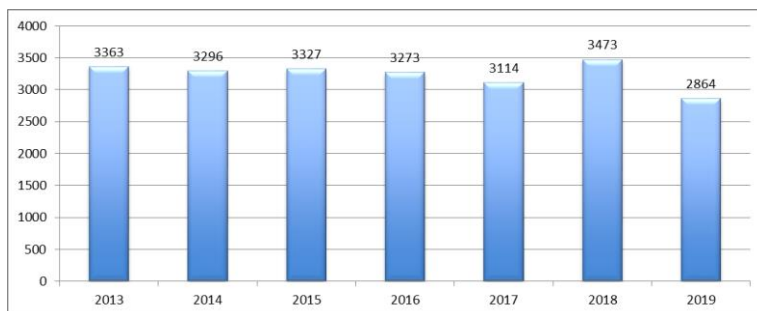
Time of Day



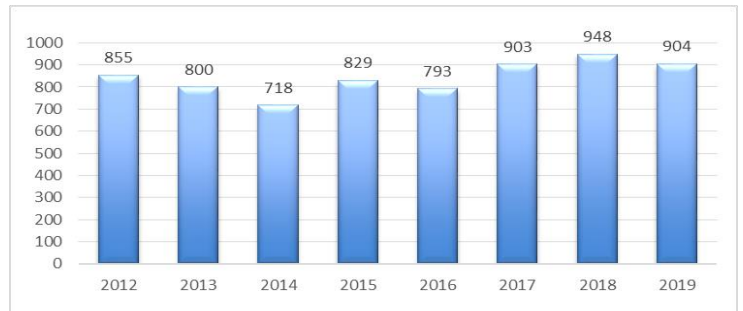
Day of Week



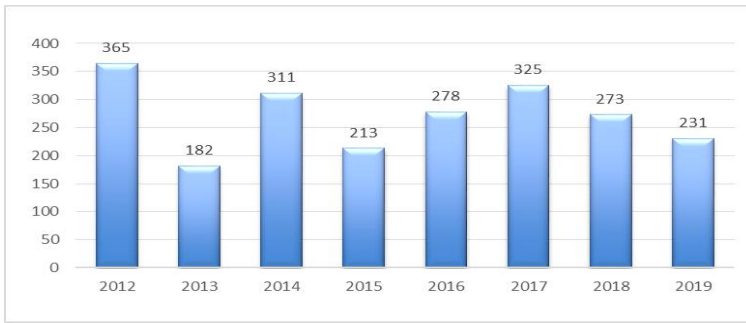
Total Group A Offenses



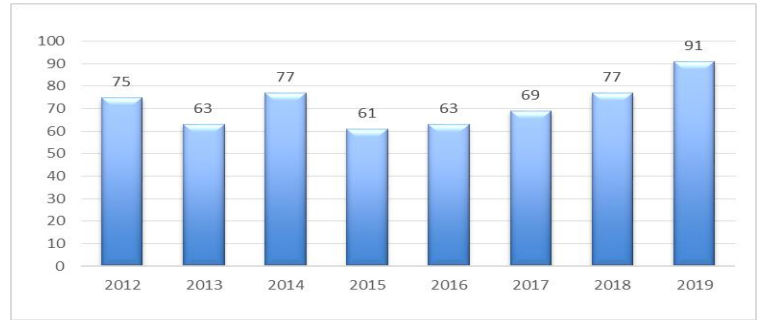
Non Traffic Misdemeanors



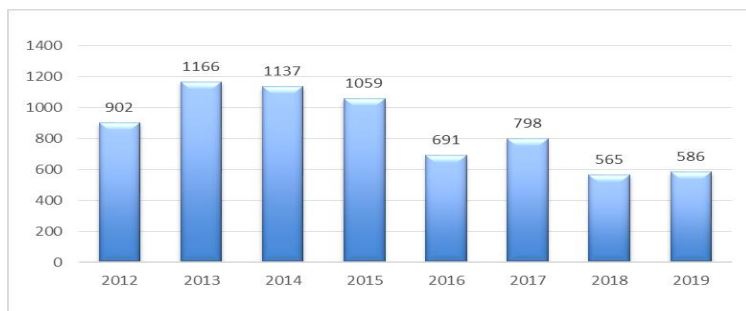
Criminal Traffic Charged



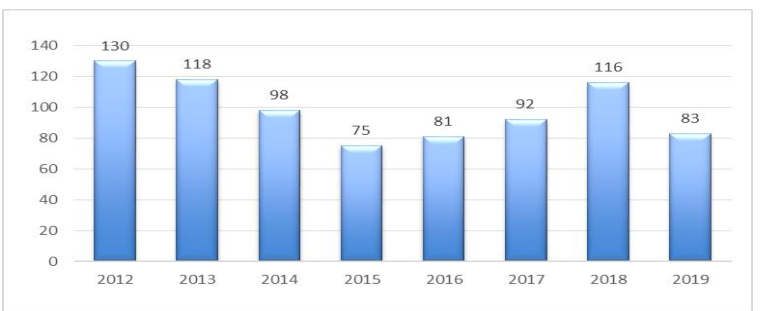
DUI Violations Charged



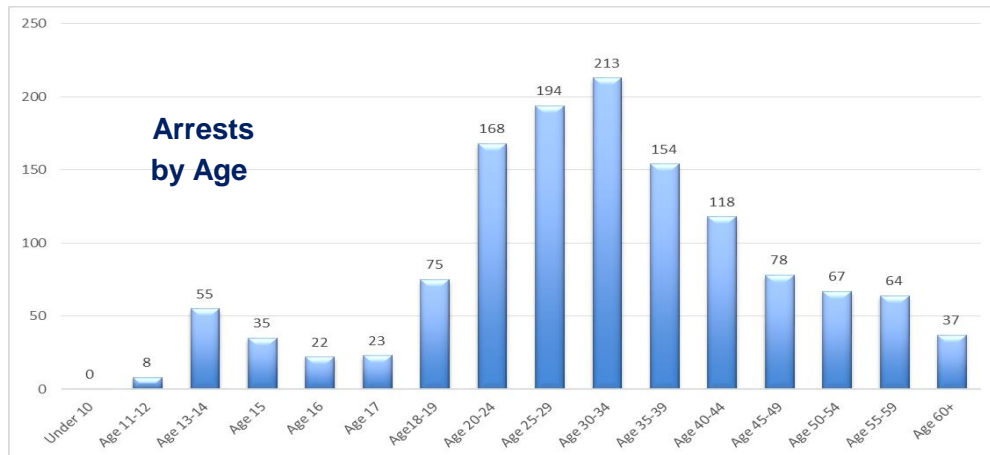
Traffic Infractions



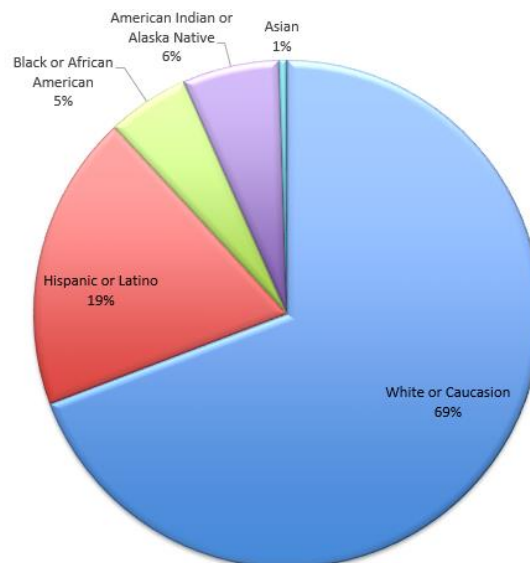
Non-Traffic Infractions



Arrests by Age



Arrests by Ethnicity



DEPARTMENT PRIORITIES

We are committed to protecting citizens, their property, and visitors to this community. Our guiding principles, values, purpose, and mission direct us in how we operate as an agency and how we conduct our community contacts. Established operational priorities place the highest importance on delivering quality professional services through open communication and adaptability in addressing problems.

*Develop understanding and trust
with the community we serve*



*Demonstrate highest professional
ethics conduct and ethics*



Utilize prevention practices as the central operating strategy.

- A Crime Prevention Division devoted to providing citizens education, services and tools.
- Animal Control, Community Service Officers, Park Ranger, Patrol Zone Deployment, Outreach Coordinator, Neighborhood and School Resource functions.



Employ highly qualified and competent staff.

- Dedicated recruiting and retention programs.
- Rigorous selection process to identify candidates with desired values, abilities and skills.



Provide quick and rapid response to emergencies & emerging crime issues.

- Core competencies training & equipment.
- Crisis Negotiations, Gang Resource, K-9, S.M.A.R.T and Tactical Operations functions.



Develop crime resistance barriers in our neighborhoods and business districts.

- Block Watch & Business Watch Programs
- Police Department Operations Talk & City Problem Elimination Response Team
- Zone Deployment, Neighborhood & School Resource



Building community capacity to understand & address crime causes.

- Citizens Academy and Preparatory Academy programs.
- Citizens on Proactive Patrol and Mount Vernon Police Volunteer programs.
- Community networks and partnerships. (MVHope, OWLT, Latino Advisory, Organized Retail Theft)

DEPARTMENT PRIORITIES – Continued

We place great emphasis on building strong neighborhoods, both residential and business. When neighborhoods are allowed to decay, criminal behavior gains the upper hand. Gone unchecked neighborhood decay spreads, crime develops, citizen engagement is replaced by fear and desired behaviors are replaced by undesired behaviors.



Crime prevention encompasses education, problem solving and enforcement with the ultimate goal to reduce crime, improve safety and neighborhood life quality. It begins by identifying the problem size and scope. Determine if properly trained/equipped citizens can resolve it. Police partnering occurs at every stage but when problem risk or complexity exceeds the citizen's ability, we take a primary role.

Enforcement is an approach normally utilized when addressing crimes against persons, felonies, gang-related activity, illegal drug violations, DUI's, domestic violence, and assault related incidents because these types of crimes have an increased potential for serious outcomes.



Modifying behavior to reduce accidents, injuries and make our street safer is our goal when dealing with traffic related issues. Officers consider the seriousness of the occurrence, Department policy, and the driver's history when responding to a traffic-related incident. Once officers have reviewed the situation, they use their discretion to determine the best outcome. Since the Department has no mandate regarding the number of citations issued, neither "quota standards" nor "revenue" play a part in an officer's decision to warn (educate)

the driver or issue a ticket (enforcement). Engineering modifications also play an important role in helping improve the safety of city streets.

Problem Solving "Success"

- 1. Problem is eliminated.*
- 2. Reduce the problem through measures that result in fewer incidents.*
- 3. Reduce the harm per incident even though the number of incidents remain the same.*
- 4. Handle incidents in an improved way.*
- 5. Remove the problem from the police/criminal justice system. (To an appropriate system)*

"Safe and enjoyable community living"

DEPLOYING FIRST RESPONDERS

As stated earlier, “neighborhoods” are the best indicator of a community’s overall health. They experience similar problems, but the causes vary so solutions require tailored approaches. It is this fundamental belief that underscores the importance of policing our community in a manner in which we address disorder and decay so crime is unable to establish roots.

The city comprises 14 neighborhood zones. Two neighborhoods are serviced by full-time Neighborhood Resource Officers and 24 patrol staff are distributed to the remaining twelve zones to develop partnerships with residents and resolve specific neighborhood issues.

Daily, patrol shifts divide the City into a north, south and “roving” areas. Shift briefings, service call history, resident and business owner communication are all ways officers monitor their assigned zone while responding to service needs citywide.



***Improves
Communication***

***Prevents Issues
Falling Through
Cracks***

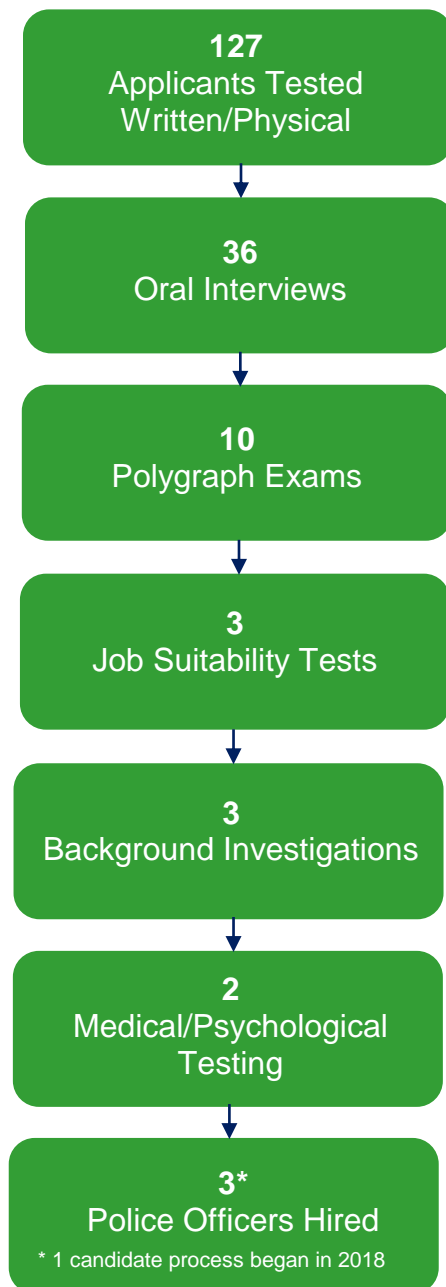
***Strengthens
Relationships***

***Greater Acuity
For
Neighborhood Issues***

OUR MOST IMPORTANT RESOURCE

Policing is a people served business requiring highly capable individuals both of character and skills. We look for innovative ways to backfill needed vacancies and make necessary adjustments so service levels the City requires are maintained.

2019 Police Officer Hiring Activity



MOUNT VERNON POLICE DEPARTMENT 2019 Staffing (Budgeted)	
Police Chief	1
Lieutenants	3
Records Manager	1
Sergeants	6
Patrol Officers	24
Traffic Officers	2
Neighborhood Resource Officers	2
School Resource Officer	1
K-9 Officer	1
Detectives	4
Drug Investigator	1
Public Education Officer	1
Community Service Officers	2
Animal Control Officer	1
Park Ranger	1
Outreach Coordinator	1
Records Specialist	4.5
Property Custodian	1
Receptionist	1
Investigations Secretary	1
Administrative Assistant	1
TOTAL	60.5

WHY RECRUITING IS ESSENTIAL

Age and generational differences are two consistent employee turnover factors. Those reaching deserved retirement exit the work force predictably. Less predictable are those earlier in their careers leaving for intrinsic reasons such as closer to family, varied life-time career experience, other work experiences, etc. A commitment to recruiting and hiring is needed to keep pace with the services expected by our community.

MOUNT VERNON POLICE DEPARTMENT 5 Years Forward & Back - Staffing Attrition	
<u>(2014-2019)</u>	
• Police officer hirings - last five years	27
• Left moving closer to family, not a good fit, different career interests, etc.	9
<u>(2019-2024)</u>	
• Total Commissioned Police Officers (2019)	46
• Total with 25 years or more (2024)	10 (22%)
• Management team (2019) Sergeant (6), Lieutenants (3), Chief(1)	10
• Management team with 25 years or more (2024)	5 (50%)
Average time to recruit, hire, and train a solo Police Officer	14 months

PERSONNEL CHANGES

Retirements

- **Administrative Assistant Kathryn Cherry - 32 years (May 2019).**
- **Chief Jerry Dodd - 40 years (July 2019)**
- **Officer Jeff Dowhaniuk - 20 years (September 2019)**

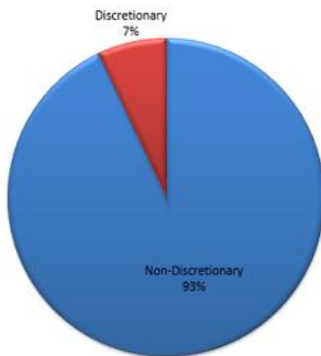
New Hire

- **Officer Gabe Beuckman** (June 26, 2019) Graduated police academy January 28, 2020
- **Officer Abisai Espinoza** (June 27, 2019) Graduated police academy January 28, 2020
- **Officer Jordan Burke** (August 8, 2019) Graduated police academy April 15, 2020
- **Park Ranger Kevin Mathis** (September 25, 2019)
- **Administrative Assistant Katherine Hall** (November 4, 2019)

Promotions

- **Officer Ben Green** promoted to **Police Sergeant** in June 4, 2019
- **Lieutenant Chris Cammock** promoted to **Interim Police Chief** in July 23, 2019

DEPARTMENT BUDGET



Policing priorities would be difficult to achieve without the Mayor and City Council who supported an annual budget and capital budget of \$10,114,443. The budget is developed in a fiscally conservative tone based on goals and objectives developed during the annual planning process and consideration for the city and department strategic plans. A zero-based budget approach is taken by Division Managers justifying all programs and operational needs. Over three quarters of the total budget is allocated to personnel costs. Even with limited financial resources, the Department has consistently exceeded all budgetary demands and has, in all instances, proven fiscally responsible.

POLICING CHALLENGES

In Mount Vernon

- Homeless population affected by lack of affordable housing and underfunded mental health and substance abuse systems
- Responsive to changing public attitudes
- Voter initiated state mandates requiring annual training, firearm background checks, changes to police shooting investigations
- Recruiting, hiring and retaining that meets our community needs.
- Adapt service delivery to new growth areas in the City
- Expand Department deployment model which provides a semi-permanent uniformed patrol staff presence in all neighborhoods
- Proactively address traffic related concerns
- Continue with agency accreditation process
- Remain focused on Department operational priority – prevention of crime
- Propose crime impact measures that have the greatest success of addressing criminal activity
- Assertively address neighborhood issues involving drug and gang related activity
- Continue commitment to stay current with new technological advances
- Growing cultural differences
- Develop open communication and understanding with all cultures in this community
- Our challenge is continued community trust development and create solutions to their issues
- Continue to be prepared for unusual occurrences



Inter-Agency Strategic Challenges

- Continue to look for ways where police agencies can share or combine resources
- Complete and implement the strategic plan for addressing drug and gang activity county-wide
- Radio interoperability migrating analog to digital and repeater tower aging and expansion
- Migration to Spillman Mobile platforms utilized on handheld devices.
- Continued strategic response addressing homelessness and associated activities and crimes.

LOOKING INTO THE FUTURE

Neighborhood Resource

Our community-based policing approach has delivered consistent success both short and long-term. Kulshan Creek and West Hill, two uniquely different neighborhoods, are serviced by Neighborhood Resource Officers who deliver policing services consistent with their needs. Historic Downtown has similar characteristics and would be served effectively by a Historic Downtown Resource Officer.



Neighborhood Zone Deployment

Patrol officers are assigned geographic areas called “Neighborhood Zones” (12 currently). These are larger areas than those defined for Neighborhood Resource Officers so additional patrol staffing would provide a stronger connection between the community and the members of the Department.

Park Safety & Enrichment Services

The addition of a Park Ranger who is able to devote full-time policing services to parks and trails which are some of Mount Vernon’s most valuable assets that attract visitors and provide recreation and respite for residents.



Outreach Services

Integrating Masters in Social Work specialists with police officers has proven it can change an individual life from dependency and homelessness to an independent contributing member of the community. It’s also exposed that not every situation is incentivized by the social services offered and consequences from arrest or incarceration are necessary. Looking to improving the multi-disciplinary approach by incorporating an Outreach Services Officer with our Outreach Coordinator.

Priority Policing Model Change



Agencies have individually approached gangs, street crimes and contributed resources for drug enforcement through the Skagit County Interlocal Drug Enforcement Unit. Showing promise is an approach combining the Skagit County Interlocal Drug Enforcement, Skagit County

Sheriff Proactive Unit and Mount Vernon Police Department Priority Policing. The new, Skagit County Interlocal Special Investigations Task Force would operate to eliminate the offenders ability to use jurisdictional boundaries to avoid detection and jointly focus on emerging criminal activity, drug offenses and criminal street gangs.

So as to not lose the important youth probation, school, non-profit and faith based roles in preventing gang encroachment, we are in the planning stage of integrating a specialized Gang Resource Officer function within our patrol squads. Patrol officers have daily contacts with individuals and neighborhoods and would contribute in a subsidiary capacity to the new Skagit County Proactive model.

Electronic Records & Property Bar Coding

Thousands of pieces of property are collected from their owners and stored for evidence, safe keeping or found property reasons. Bar coding will recoup staff hours by moving from manual recording systems to coding labels, batch scanning and eliminating duplicate entry of the same item.



Technology

Camera technology on public roadways and trails proved invaluable to solving crimes. One example involved a drive-by shooting where only bullet holes, casings and witness description was available. Investigators searched city cameras near the scene that captured the suspect's route, license plate, matching clothing description and roles for who committed and assisted in the crime.

Forensic software provides tools to work with the variety of private security camera systems, cell phones and computers that have become part of most investigations. These software tools will allow a single investigator to connect a device and run a program diagnostic while they are doing other tasks.



2019 Organizational Accomplishments

Meeting our Mission is dependent on the many contributions from the members of this Department.

The annual strategic planning workshop was held during the first quarter to establish direction for the coming year. Prior to budget preparation, the various units and divisions formulated their annual goals and objectives which are congruent with the Department's Mission and Vision and subordinate to the agency's broad goals.

While we focus on planned goals and objectives, inevitable additional objectives are discovered. Department members attempt to accomplish these as well. As the year unfolds, the majority of the goals and objectives identified are accomplished while others are either modified or transferred to the following year due to a change in operational priorities.

Annually, division managers provide a re-cap of goals and objectives. The following identifies the many accomplishments throughout the Department for Year 2019. **Each contribution, whether large or small, helps make that positive difference in making this community a better place to live, learn, visit, or work.**



CITIZEN VOLUNTEERS

Citizens On Proactive Patrol Members are Citizens Academy graduates who complete additional academy and field training. Activities: neighborhood patrols, take minor reports, provide traffic control, and help in the office.

MV Police Volunteers originated two years ago merging our Retired Senior Volunteer Program, office and property room volunteers. Activities: Police records, property, crime statistics, Vacation Home Check Program.

C.O.P.P. VOLUNTEERS

Total Volunteers: 33
Donated Hours: 5,948
Value: \$163,808
($\$27.54/\text{hr.}$ – Bureau of Labor Stats 2015)

MVPV VOLUNTEERS

Total Volunteers: 22
Donated Hours: 1,504
Value: \$41,420
($\$27.54/\text{hr.}$ – Bureau of Labor Stats 2015)

GOLD STAR VOLUNTEER AWARD

This award is dedicated to an individual(s) who have volunteered for at least 20 years and provided over 3,500 hours.

Eileen Beitler
2019
(First Recipient)



COMMUNITY ACADEMIES

CITIZENS ACADEMY

The purpose of the Citizens Academy is to **enhance communication and understanding** between the Police Department and citizens. During 12-week program – attendees will:

- Learn about the Police Department & become familiar with the Department's policing philosophy.
- See what it's like to be a Police Officer in Mount Vernon & learn of the inherent dangers in law enforcement.

Students Learn About:

- Hiring/Training/Accountability
- Use of Force
- Records/Evidence
- Neighborhood/School Resource
- K-9/Traffic/Gang Resource
- Animal Control
- Neighborhood Deployment
- Criminal Investigations
- Outreach Services
- Drug Investigations & Court
- Justice Center Tour
- Mock Scene Day



PREPARATORY ACADEMY

The purpose of Preparatory Academy is to **encourage high school students to pursue policing as a career and promote the Mount Vernon Police Department as their choice.** The one week academy occurs after school is out for summer.

Students Learn About:

- What it takes to become a police officer.
- What being a Mount Vernon Police Officer like.
- About MVPD and its philosophy.
- Preparing for testing, hiring and a career.
- Job related skills, abilities and experiences.
- Teamwork, accountability and perseverance.



OPERATIONS TALK

2019 Activities

Purpose

Operations Talk is designed to provide *coordination* for neighborhood issues using frequent *communication* between police and city staff. Monthly, Police, Parks, Code Enforcement and City Attorney review every neighborhood zone for work in-progress or new activity.

Action Item Examples

Issue: Resident with mental health and alcohol abuse responsible for 66+ calls over two year period.

Actions: *Contacted family members from out of state to get involved. Used criminal violations to provide court ordered counseling/treatment.*

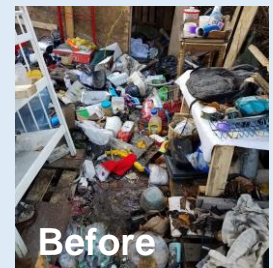
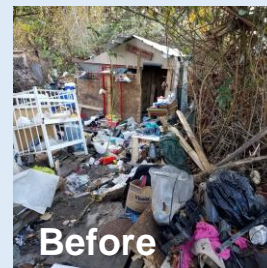
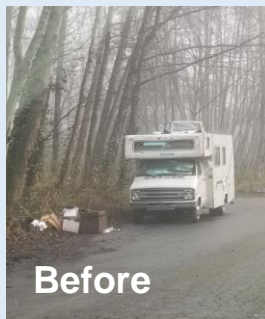
Issue: Residential property with long history of drug complaints.

Actions: *Police serve search warrant. Health Department tests/confirms drug contamination within structure. Code Enforcement secures home from inhabiting. Property sold, new ownership.*

Issue: Illegal camping on private property creating disorder issues for surrounding neighborhood.

Actions: *Owner contacted and trimmed a 25 foot view corridor from the road. Camps were removed and cleaned up by Police and City staff.*

75 action items were completed this year



ANIMAL CONTROL

2019 Activities

On-Demand Work

Dispatched Service Calls	1,309
Direct Call (Voicemail)	543
Impounded Animals – PD Kennel	184
Animals Taken To Humane Society	63
Dog License Follow-up	50
Violations Cited	11

Major Animal Cases

Animal Cruelty/Neglect – Dogs
Dangerous Dog Investigation
Animal Abuse – Kitten
Stolen Dog Humane Society (SCSO Assist)
Missing Dog – Seneca-Highlands
Swan Rescue
Patrol/Detective Search Warrants

Community Outreach & Education

Animal Control Services PSA – TV10
NW Career Academy ACO Services/Career
Home Visitor Animal Safety
Citizens Academy & Mock Scenes
City Council Update ACO Operations
Pet Licensing, Lost & Found Dogs
Fireworks & Pets

Continuing Education

Livestock & Law Enforcement
Pacific NW Veterinary Conference
State and Ag Emergency Programs
Pet First Aid/CPR & Emotional Survival
De-escalation (Aggressive people)
Monthly Skagit County ACO Meetings

Inter-Agency Cooperation

Anacortes, Mount Vernon, Sedro Woolley, Skagit County and Fish & Wildlife Animal Officers met each month to discuss cases and share resources.

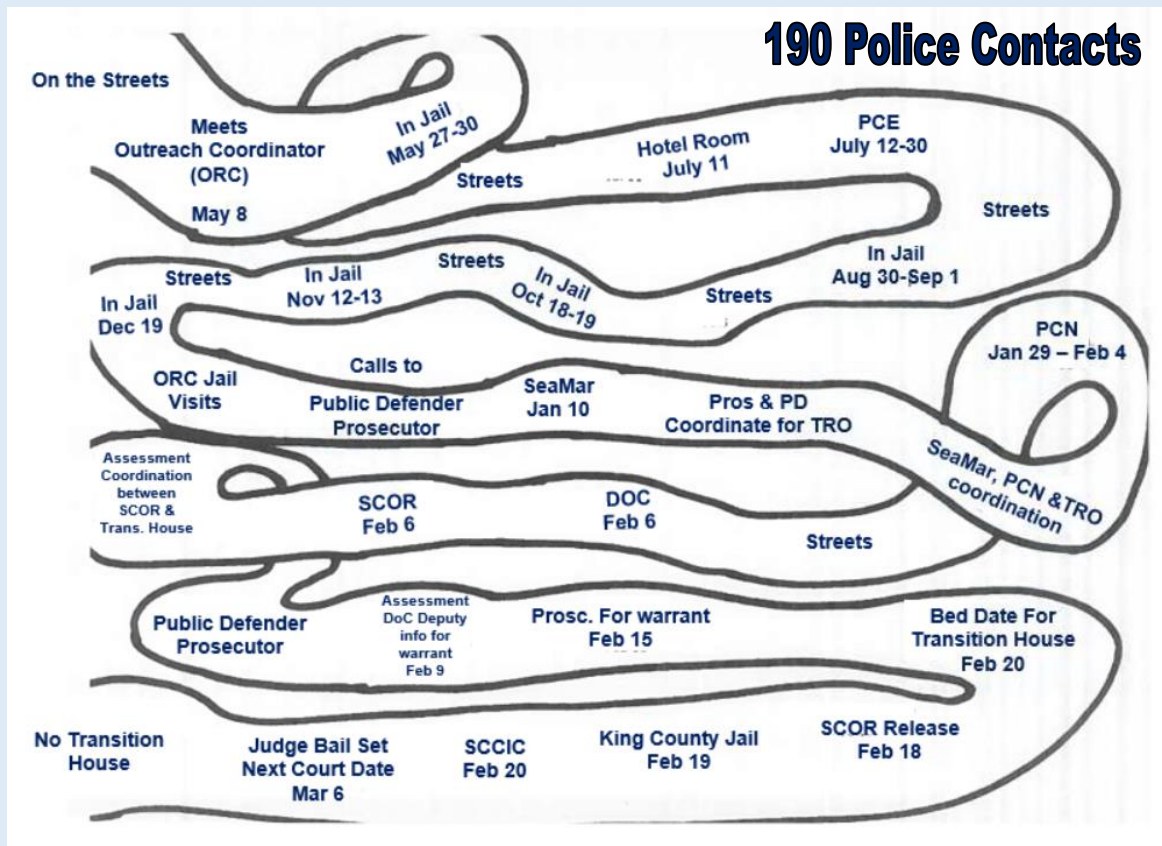


OUTREACH SERVICES

Partnering Police and Social Work Is Essential

The depiction tracks the path of one individual by our Outreach Coordinator Erin VonFempe. This person has had over 190 police contacts over multiple years.

One Person's Path



Why Partnering Police and Social Work is Essential

2019 Accomplishments Summarized

- 69 individual contacts (42 had mental health, substance abuse or co-occurring disorders).
- 627 contacts with clients or on behalf of clients met in the field or by referral.
- 9 individuals were helped getting substance use services.
- 5 were helped to find housing.
- 29 were helped to obtain a driver's licenses or ID card.
- 3 people received assistance support to return to their home area or state.
- 12 Community Action assessments were facilitated.
- 7 community presentations to educate and expand awareness around issues and role of social worker.
- Skagit Community Foundation provided a \$3,000 grant for specialized treatment services.
- Researched & proposed a Contingency Management Program pilot for 2020.

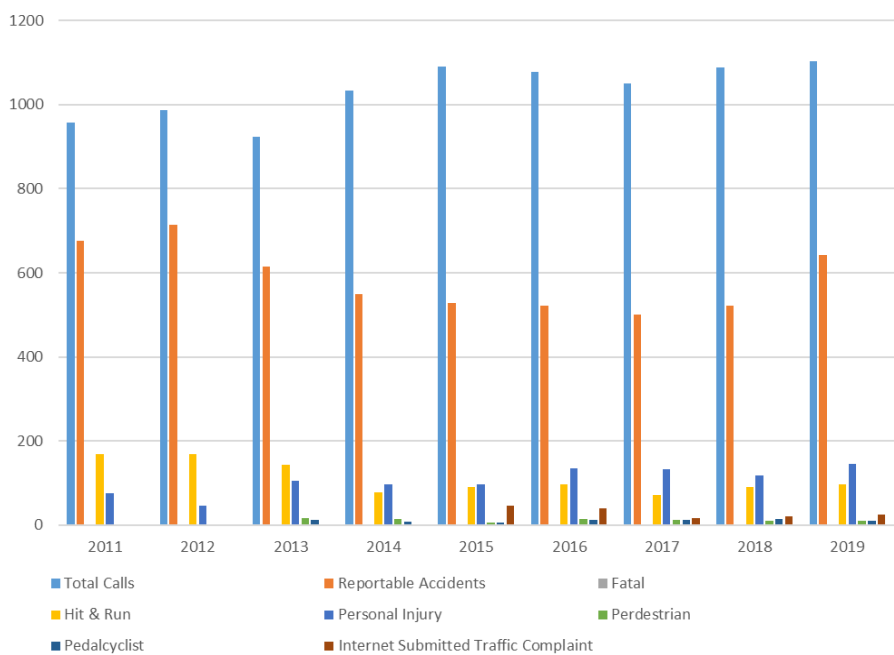
TRAFFIC UNIT

2019 Activities

Overview

	<u>2019</u>	<u>2018</u>	<u>2017</u>	<u>2016</u>	<u>2015</u>
Accident Investigation Calls	1,103	1,088	1,051	1,078	1,090
Reportable Accidents	643	521	501	521	527
Fatal Accidents	1	2	1	1	0
Personal Injury Involved	146	117	133	135	97
Hit and Run Accident	96	90	72	96	90
Pedestrian Involved	9	9	12	13	6
Pedal cyclist Involved	10	14	12	12	5
Internet Submitted Complaints	25	21	16	39	45

2019 Collision History



2012-2019

Average

Reported Accidents	1034
Reportable Accidents	585
Hit and Run	111
Injury	101
Fatal (5 over 9 years)	.55

2019 Change

1103	+6.67
643	+9.91
96	-13.51
146	+39.05
1	+81.82

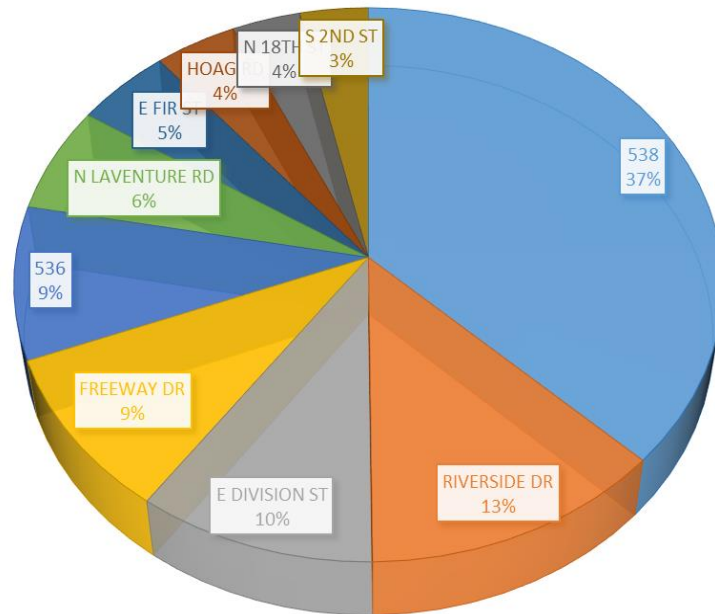
Three Primary Approaches For Traffic Policing Resources

- **Educating** drivers and pedestrians about local and state laws, safe behaviors and roadway hazards.
- Addressing **engineering** and its impacts on roadway design that influences driver and pedestrian actions.
- **Enforcing** local and State laws.

TRAFFIC UNIT

2019 Activities - Continued

2019 TOP 10



Top 5 Causes

1. Following To Close
2. Didn't Grant Right of Way
3. Inattention
4. Exceeding Safe Speeds
5. Distraction Outside Vehicle

Traffic Stop

	Ofc. Shaddy	All Patrol
2019	316	2,318
2018	298	2,011
2017	317	2,624
2016	347	1,986
2015	465	2,252

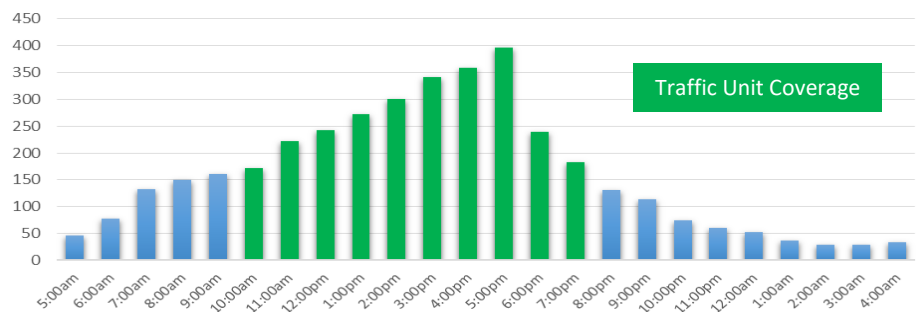
Traffic Service Calls

	2019	2018
DUI	34	69
Tfc. Enforce	1,100	1,070
Tfc. Hazard	408	379

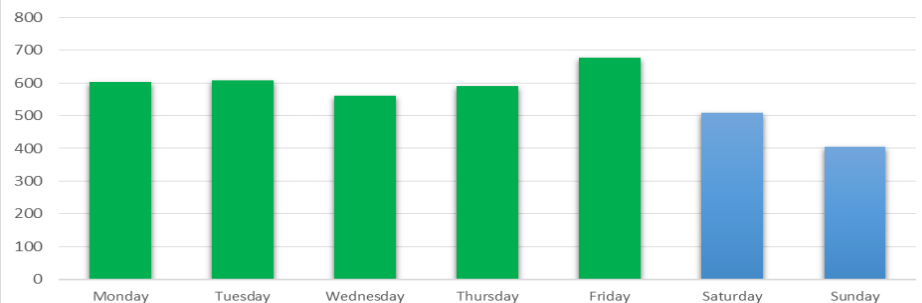
Other Contributions

- Calibrated Radars & PBT's
- Drivers education guest speaker
- Instructor
 - MVPD Volunteers Tfc. Control
 - Citizens & Prep Academy
 - SVC Technical School
- Special Events
 - Tulip Festival
 - 4th of July
 - Oyster Run
 - Christmas Parade

Accident Calls - Time of Day



Accident Calls - Day of Week



K-9

2019 Activities

Police K-9 Applications

Narcotic Crimes	68
Patrol Assists (Suspects)	105
TOTAL	173

Police K-9 Applications With Arrest

Narcotic Crimes	39
Patrol Assists (Suspects)	23
TOTAL	62
Force Use Necessary by K-9	6

Drug Searches

Result of K-9 Sniff	26
Permission to Search Resulted	10
TOTAL	36
Other Evidence Located	14 (1 gun)

Agency Assists

Anacortes	11	Bellingham	1
Burlington	3	FBI	1
Sedro Woolley	9	Skagit County	7
Swinomish	5	Upper Skagit	1
WSP	9		
TOTAL			47

Objective Met

In **3** applications, the K-9 did everything expected, however an arrest was not made. Example: K-9 tracks to a point where it is confirmed the suspect is picked up.



POLICE TACTICAL OPERATIONS

2019 Activities

About

Individuals choosing to be adversarial with police are some of the most challenging and high risk police problems. Negotiators *seeking a voluntary surrender* is the desired goal, however when that isn't feasible, equipping officers with specialized training, skills and tools becomes necessary to *minimize the likelihood of injury or death*.



Crisis Negotiations Group

- **8 Deployments**
 - Barricaded subject, felony eluding in a tree, domestic/violation of court order, suicidal subject.
- **12 Training Days/100+ hours**
 - Talking with the emotionally depressed, bargaining techniques, backgrounding involved subjects, religious impacts on communication, social media influences, Dept. of Corrections Team cross training, and professional conference attendance.

"To seek a voluntary surrender."

Tactical Operations Group

- **7 Deployments**
 - DV barricade with guns, high risk drug arrest, stalking/homicidal DV suspect, drive-by shooting suspects
- **12 Training Days/100+ hours**
 - Special structures, protective shield use, scouting, armored vehicle maneuvers, physical readiness testing, civil unrest, combined trainings with Negotiators & Skagit County Sheriff's Tactical Team.

"To minimize the likelihood of injury or death."

OFFICER WELLNESS

Peer Support Officer Program

A conceptual framework was developed during this year that would comprise identify individuals who their peers view as confidants, supporters or “go to” people when traumatic events or life crisis occurs. A process to select and train these individuals on effective listening skills, emotional reflecting and referral resources available so help can be provided early.

Existing Wellness Resources

Critical Incident Stress Management Team

Countywide team of trained individuals that include a mental health professional that provide structured debriefings immediately following a critical incident. Individual referral is available as well

Employee Assistance Program

City of Mount Vernon offers to all employees providing free, private consultation and or referral.

Critical Incident Stress Reaction Tip Sheets

These are frequently distributed following serious incidents. One sheet summarizes emotions and reactions the individual may experience following a traumatic event and the other sheet offers similar information for the spouse or significant other. Resources for children are also available.

One on One

Individual or small group debriefings have been held with a trained clinical psychologist either following formal debriefing settings or as needed.

“.5 Group”

Spouses of Mount Vernon Police are unique. They have organized as a group to create social activities for their families and bring cards, treats and symbols of support on special days and anniversaries during the year. They also assist in the hiring process by meeting with prospective candidate's spouses to explain and answer questions about what it's like to be a police spouse and what they can expect joining Mount Vernon Police Department.



2019 MVPD TRAINING SUMMARY

Training Hours

Commissioned Police Officers (37)	5,673.50
Commissioned Supervisors (6)	710.00
Police Managers (4)	180.50
Support Staff (14)	484.50

Types of Training

Professional Development

Crisis Intervention, Defensive Tactics, De-Escalation, Emergency Driving, First Aid/CPR, Firearms Proficiency, Force Response Liability, Gang/Drug Conferences, Legal Update, Less Lethal Devices, MVPD Policy Testing, Women's Conference, 21st Century Policing, Advanced Animal Cruelty, Sudden Infant Death, FTO Academy, First Responder Wellness Conference, Public Records, Computer Forensics

Supervision/Management

First Level Supervision, Risk Management Best Practices, Leadership, WASPC Executive Training, L&I For Managers, Coaching/Counseling

NALOXONE PROGRAM IMPLEMENTATION

Naloxone is a prescription medication that temporarily blocks the effects of opioids and works to reverse opioid overdose. The Department partnered with Phoenix Recovery and was funded under a SAMSA grant to provide the dosages and initial training for officers. The tool became operational in September.

Initial Outcomes

- Officers responded to overdose and applied Naloxone and subject regained consciousness.
- 43 year-old woman overdosed regaining consciousness after a Naloxone dose.
- 37 year-old woman unconscious but breathing. Naloxone and CPR provided reviving the victim.
- 21 year-old male unconscious not breathing. Naloxone followed by CPR regained pulse.



CRIME PREVENTION DIVISION		2019 Accomplishments
GOAL	OBJECTIVE	ACCOMPLISHED
REDUCE CRIME RISK IN OUR COMMUNITY	Support Neighborhoods With Crime Prevention Services	
	On-Street Camping Issues	<i>Year-long efforts returned 100 Broadway Street from an encampment to its public right of way. Directed patrols, social services, code enforcement, meetings with area residents and business owners, new procedures for addressing cars/motorhomes.</i>
	Multi-Family Area	<i>400 Blk S. LaVenture - Removed trash, debris, illegal trespassing, trees trimmed to improve natural surveillance and change undesired/illegal behavior encouraging desired users.</i>
	Bank Foreclosed Home	<i>Vacant home, heavy drug and squatter activity. Corrected by partnering with Code Enforcement, property owner, foreclosed property bank and directed enforcement tactics.</i>
	North River Commercial Zone	<i>Developed a business communication network to exchange information occurring in this area & then tailored policing strategies to address loitering, theft, drug complaints, etc.</i>
	Mobile Home Park	<i>Service call volume exceeded norm for this community. Specific trailers were identified and addressed by police along with landlord removal of problem tenants.</i>
	Compile Statistical Reports to Identify Crime & Improve Responsiveness	
	Police Neighborhood Zones	<i>Monthly activity reports were compiled by Volunteer Nancy Davis. Visual chartings were posted in Roll Call Room and used at monthly Operations Talk.</i>
	Block Watch	<i>Volunteers connected to listed Block Watch groups to confirm their current status.</i>
	Leads On-line OfferUP Reviews	<i>Reviews of property being sold on a popular social media website, OfferUp and Leads On-Line which tracks pawned property activity to identify stolen property related crimes.</i>
	Alarm Ordinance	<i>Point in time review of the efficiency and effectiveness of an ordinance designed to reduce false residential and business alarms. Tracking and billing improvements were made.</i>
	Police Volunteers	<i>Monthly volunteer activity reports were compiled by volunteer Dave Bucks.</i>

CRIME PREVENTION DIVISION		Continued
GOAL	OBJECTIVE	ACCOMPLISHED
	Commit Crime Prevention Resources to Homelessness	
	Business Watch	Businesses in Historic Downtown worked with CSO Walker to create a new area program.
	Security Surveys	<i>Continued Crime Prevention Through Environmental Design (CPTED) reviews for businesses to identify crime resistance strategies.</i>
	Friendship House	<i>Established quarterly "Advisory Board" meetings to enhance communication with area neighbors and police.</i>
	"Pulse Checks"	<i>Conducted random neighborhood canvasses to learn about concerns or issues from residents about unreported disorder, crime, etc. Broadway/S. 3rd Blocks completed.</i>
	Security Camera Mapping	<i>Historic Downtown businesses were contacted by police volunteers to identify and map those with security camera systems. This tool made for quicker reference when police needed to investigate crimes or other suspicious activities.</i>
	Mobile Home Park	<i>Service call volume exceeded expected for this community. Identified and addressed several trailer units with tailored policing approaches, landlord removal of problem tenants</i>
	North River Commercial Emphasis	<i>Coordinated with patrol to suppress drug activity, illegal trespassing, harassment/intimidating behavior. Calls dropped 50% for October/November and were 35% less than the same period in 2018. Business owners noted significant improvement.</i>
COMMUNITY TO BE A PART OF ISSUES DEGRADING LIFE QUALITY	Block Watch Program, Crime Barrier For Neighborhoods	
	Active Groups	<i>Over 100 neighborhoods were participatory this year.</i>
	Program Assessment	<i>Implemented an internal review process comparing listed and "active" groups. Intentions for 2020 are to revitalize non-active groups.</i>

CRIME PREVENTION DIVISION		Continued
GOAL	OBJECTIVE	ACCOMPLISHED
	COPP Integration to Patrol Zones	<i>A select group of COPP Members were assigned to Neighborhood Zones, assigned Zone Officers, area Block Watch Captains and residents. This is another evolutionary growth of neighborhood deployment that connects community and police.</i>
	Connecting People With Information	
	Newspaper	<i>Produced an article about Skagit Valley Block Watch Program, Crime Barrier For Neighborhoods.</i>
	Facebook	<i>We enjoy 8,500+ followers. Postings include scam alerts, lost pets, crime suspect photos, Drug Take Back Days, Community Networking Meeting, Citizens Academy opening, preschool story time, traffic advisory notices, recruitment and introducing newly hired staff.</i>
	MVPD Website	<i>Police event media releases, added drug/alcohol treatment links.</i>
	Nextdoor.com	<i>Safe winter driving tips, introducing Zone Officers, security alarm ordinance, new Distracted Driving law, back to school safety, Puget Sound Energy phone scam.</i>
	MVPD Lobby Display	<i>External customers provided Zone Officer Information, Citizens Academy dates, Graffiti Abatement services, Animal License information, and frequently asked questions.</i>
	MVPD Volunteer Display	<i>Internal media display for staff with volunteer names/photos, recognition events, upcoming events, important dates, animal code updates, new equipment & programs.</i>
	Community Events	<i>Skagit County Fair, Farmers Market, Skagit Academy, MVHope Town Hall.</i>
	Community Partners	<i>MV Chamber of Commerce, Downtown Association, MVHope, OWLT, and more.</i>
	Use Crime Analysis to Improve Responsiveness	
	Neighborhood Zones	<i>Monthly activity reports were compiled by Volunteer Nancy Davis. Visual chartings were posted in Roll Call Room and used at monthly Operations Talk planning meetings.</i>

CRIME PREVENTION DIVISION		2019 Accomplishments
GOAL	OBJECTIVE	ACCOMPLISHED
	Block Watch	<i>Volunteers assigned Block Watch groups, updated info & learn about any issues occurring.</i>
	Leads On-line & OfferUP	<i>Property sold on a popular website, OfferUp, were compared with Leads On-Line which tracks pawned property activity to identify stolen property related crimes.</i>
	Alarm Ordinance	<i>Point in time review occurred for efficiency/effectiveness of the ordinance intended to reduce false residential & business alarms. Tracking and billing improvements were made.</i>
UNDERSTANDING CRIME GROWTH & COMMUNITY'S PREVENTION ROLE	Use Community Events to Promote/Train Crime Prevention/Deterrence	
	Public Events	<i>Children's Art Festival, MV School District year end fair, Halloween Safety, Library Police Story Time, July 4th Riverfest, elementary school Hi-Five Fridays, business fair/trainings.</i>
	Graffiti Abatement	<i>135 sites were cleaned/restored by 74 different juvenile offenders. CSO's coordinate with victim property owners and MV Parks work crew supervise the offenders.</i>
	Site/Security Reviews	<i>Examples: Foothills Christian School, Skagit Valley Hospital Business Office, Jungle Playland, Lincoln Theater, Skagit Unitarian Church.</i>
	Safety Trainings	<i>Washington Elementary (1st Grade), Skagit County Home Visitor Training (50+), SPARK, Child Protective Services.</i>
CHANGE COMMUNITY ATTITUDES & BEHAVIORS ON CRIME	At Least Two Unsolicited Neighborhood Checks	
	Historic Downtown	<i>Broadway & S. 3rd business and residential community was canvassed for input.</i>
	North River Commercial	<i>Safeway Stores/Peoples Bank commercial corridor. Meeting held at Peoples Bank discussing observations/issues impacting area businesses. Plan was created after.</i>
	Produce Citizens Academy	<i>28 community members graduated in our 2019 class. Learning involved how we police, tools and equipment, prevention programs, correction site tours and hands on activities.</i>

CRIMINAL INVESTIGATIONS DIVISION		2019 Accomplishments
GOAL	OBJECTIVE	ACCOMPLISHED
CONTEMPORARY METHODS TO SOLVE CRIMINAL CASES	Focus On Serious People & Property Crime To Reduce Risk & Fears	
	Case Clearance	23 cases were carried over from 2018. 317 new cases were generated in 2019. 322 cases were cleared by arrest, referral or insufficient evidence. 16 were carried to 2020.
	Robbery Case Example	A local coffee stand was robbed two separate times, investigators used surveillance video, DOL records, GPS data and networked with Pierce County. Suspect in-custody awaiting trial.
	Death Investigations Case Example	January – Train vs. Pedestrian, February – Infant child, April – body recovery in Skagit River, June – Suicide. Ability to properly resolve each case involved specialized forensic skills, evidence collection, interviews, working with prosecutor, coroner and other agencies.
	DV Stalking Case Example	Over the course of weeks the suspect stalked and displayed violent tendencies. Extensive case review, suspect behavior work-ups, victim safety plans and targeted surveillance resulted in the suspect's arrest potentially saving the life of this victim.
	Operations Talk Support	
	Detective Contributions	Specialized skills helped with drug sales / repeated theft incidents, North River Commercial; harassment / burglaries / drug sales, Old Hwy 99 South; DV Arson / Drugs, Woodland Drive; Overdose death / Drugs, Broadway Street; Theft / drug sales, E. Division Street.
STRENGTHEN NETWORKS & PARTNERSHIPS TO SHARE TOOLS, INFORMATION & RESOURCES	Key Agency Partnerships	
	Brigid Collins Child Advocacy Center	Provides safe environment for interviews for child victims of sexual abuse. Detectives & Department Staff attended their annual fundraiser donating to support the center.
	Department of Social & Health Services	Referred 66 cases to Child Protective Services and 64 cases to Adult Protective Services.

CRIMINAL INVESTIGATIONS DIVISION		2019 Accomplishments
GOAL	OBJECTIVE	ACCOMPLISHED
	Department of Corrections	<i>Assist with registered sex offender notifications & follow-up for DOC offenders.</i>
	FBI	<i>Child Sexual Exploitation Task Force partner.</i>
	ICAC	<i>Internet Crimes Against Children Task Force referred several cyber tip cases.</i>
IMPROVE COMMUNITY UNDERSTANDING OF CRIMINAL INVESTIGATIONS ROLE	Building An Informed Community About Policing Related Issues	
	Citizens Academy	<i>Instruction: Criminal Investigations – Detective Ben Green, Drug Court – Sergeant Mike Don, Mock Scene Instruction – Detectives VanderGriend/Dowhaniuk – 28 citizens were introduced to these subjects and staff.</i>
	SVC Parks Academy	<i>Instruction: Evidence Collection, Drug Awareness, Criminal Investigations – Sergeant Mike Don, Digital Photography, Firearms & Shoot Simulator, Collecting Digital Evidence – Detective Wayne Jones.</i>
	Mount Vernon Schools	<i>Domestic Violence and Criminal Investigations to the high school Introduction to Criminal Justice Class instructed by Detectives Ben Green/Jeff Dowhaniuk.</i>
	Northwest Career Academy	<i>“Women in Law Enforcement” instructed by Detective Elizabeth Paul.</i>
	Leadership Skagit	<i>Drug Court panel that Sergeant Mike Don participated.</i>
MAINTAIN DIVISIONAL EFFECTIVENESS	Proper Staffing, Development & Service Quality	

CRIMINAL INVESTIGATIONS DIVISION 2019 Accomplishments		
GOAL	OBJECTIVE	ACCOMPLISHED
	W.H.I.A	<i>Washington Homicide Investigators is a state-wide organization comprised of experienced investigators. Sergeant Mike Don serves as President and the association has provided Homicide Basic, Officer Involved Shooting Investigations and other advanced courses.</i>
	Attended Trainings	<i>W.H.I.A. Homicide Conference, Video Forensics/Analysis, Social Network Investigations, Homicide Investigations, Cell Phone Forensics, Evidence Packaging, Crime Scene Management, Digital Photography, Sex Offender Management and more</i>
	Technology Improves	<i>Updated recording equipment for interview rooms. Photo & video enhancement software. Bullet deflection rods. Digital evidence recovery software. Phone/Video Gimbal for crime scene documentation.</i>
	Registered Sex Offenders	<i>Updated Department policy/practices. Detective Elizabeth Paul is part of the Skagit County Sex Offender Leveling Committee evaluating risk of released offenders. Monthly checks of all Level II & Level III offenders in MV were tracked.</i>
	Skagit County Prosecutor	<i>Regular meetings for open communication about cases.</i>
	Drug Court Program	<i>Detective Sergeant Mike Don represents law enforcement on the Drug Court Team.</i>
	SDVSAS	<i>Skagit Domestic Violence and Sexual Assault Services, Detective Green represented MVPD at monthly meetings, trained & coordinated the "Lethality Assessment Program" (LAP) where MVPD had 35 LAP screenings.</i>
	U.S. Secret Service	<i>Detective Wayne Jones is part of their cybercrimes task force and receives advanced training and equipment as a participating member.</i>
	Other Partners	<i>Oasis Teen Shelter, SC Juvenile Probation, Skagit Coalition Against Human Trafficking, U.S. Marshals, U.S. Post Office, Washington Homicide Investigators Association, WSP Crime Lab.</i>

CRIMINAL INVESTIGATIONS DIVISION		2019 Accomplishments
GOAL	OBJECTIVE	ACCOMPLISHED
	Participate in MVPD Recruiting & Hiring	<i>Detectives Dowhaniuk, VanderGriend, Paul, Sergeant Don & Lieutenant Booth assisted with interview panels (37). Detective VanderGriend conducted (3) background investigations.</i>
	Off-site Recruiting	<i>Detectives Dowhaniuk & Paul attended recruiting events at WWU, CWU, WSU, and Edmonds Community College career fair. Multiple Public Safety Testing's were attended.</i>
	Networking Regionally For Investigators	<i>Investigators from Skagit, Snohomish, Whatcom and Island Counties met monthly (10 times) sharing case information.</i>
	In-Service Training	<i>Advanced Case & Cold Case presentations, Organized Retail Theft Network and Rapid Response DNA testing system were some of the trainings investigators received.</i>
MONITOR CRIMINAL ACTIVITY METHODS SO WE ARE ADAPTING	Combine Investigative Resources In Specific Cases	
	S.M.A.R.T.	<i>Skagit County Multiple Agency Response Team was requested to investigate an accidental car/pedestrian death following a chase by an MVPD Officer & Taser application.</i>
	Island County Joins S.M.A.R.T.	<i>Agreements, orientation trainings and other important work was completed so Oak Harbor Police and Island County Sheriff's Office could become members of S.M.A.R.T.</i>
	New State Laws	<i>Initiative 940 mandated significant changes to police use of force investigation teams (S.M.A.R.T.) Lt. Greg Booth (Commander) spent significant hours researching, updating and proposing changes to the Executive Board. Work will continue in 2020</i>
	Technology Tools	<i>LexisNexis, LInX, Jail Booking & Reporting System, eTrace, Law Enforcement Enterprise Portal and Regional Information Sharing Systems – tools to expand investigative abilities</i>

PATROL DIVISION		Sergeant Walter Martinez's Squad	
GOAL	OBJECTIVE	ACCOMPLISHED	
RESPONSIVE TO CRIME, DISORDER & DECAY	Support Neighborhood Policing		
	Crime Response	Victim came to MV to buy a phone on OfferUp and was robbed by knife. Suspect arrested resulting in 735 days in a juvenile correction facility. Out of control female assaulting her mother was safely taken into custody. WSP stopped a DUI driver who locked himself in the car. Negotiations through an open sunroof resulted taking the person safely into custody.	
	Operations Talk	Squad members attended and participated in monthly planning sessions.	
	Community Engaged	Conducted directed site visits at Skagit Valley College (new buildings), River Bend Medical Center, Skagit Valley Hospital.	
PROFESSIONAL DEVELOPMENT	Training to Meet Duties & Responsibilities Assigned		
	Individual Goals	Each squad member set personal goals for productivity and improvement. These ranged from self-initiated activities, improving their case management systems, specific training in skills, legal or other professional areas.	
	Squad Level Instructed	In-service sessions were taught by various squad members. Topics included protective shield, entry tool use, accident investigation flare patterns, tools for unlocking vehicles, case law discussions and incident debriefs.	
	Cohesiveness & Morale	Informal events such as planned squad gatherings with families, sharing workload, helping squad members assigned field training duties while they oversaw the development of new recruits, and assisting new members transitioning to the squad.	

PATROL DIVISION		Sergeant Brandon Young's Squad
GOAL	OBJECTIVE	ACCOMPLISHED
RESPONSIVE TO CRIME, DISORDER & DECAY	Create Opportunities for the Team to Work w/Community	
	Crime Response	<i>The Squad had a number of significant cases they provided first response support or resolution for during the year. Examples: barricaded subject, suspect pursuit w/gun seized, stabbing investigation/arrest, gang investigation, shooting investigations, drugs seized, etc.</i>
	Crime Reduction Efforts	<i>North River Commercial vagrancy/drug issue, Digby Heights speed emphasis, aggressive vagrancy emphasis Downtown,</i>
	Community Engagement	<i>Citizen Academy instruction, Boys & Girls Club Career Day presentation, Little Mountain Elementary Harvest Festival, Jefferson School Magnificent Mondays & Career Day</i>
	System Improvements	<i>Quarter Master Inventory revamped, Adult Protective Service meeting participation, assist with new 12-hour schedule implementation</i>
RECRUITMENT SUPPORT	Demonstrate and Describe Inner Workings of MVPD	Provided candidate ride alongs, oral board panel participation, instructed/supported the Pre-Academy program, Field Training roles & responsibilities filled from within the squad.
PROFESSIONAL DEVELOPMENT	Trained to Meet Duties & Responsibilities Assigned	
	Squad Level Instructed	<i>15 different topics were trained during the year ranging from properly removing people from holding areas, handcuffing, active shooter response, force use, video evidence retrieval, medical response to overdose (NARCAN), vehicle blocking and rescues.</i>
	Outside Courses	<i>8 different squad members attended 12 different courses ranging from 21st Century Policing, Critical Incident Stress Management, Force Response Liability, becoming a Field Training Officer, Crime Scene Techniques, and NARCAN Instructor.</i>

PATROL DIVISION		Sergeant Dave Shackleton's Squad	
GOAL	OBJECTIVE	ACCOMPLISHED	
RESPONSIVE TO CRIME, DISORDER & DECAY	Support Neighborhood Policing Approach		
	Operations Talk	Sergeant Shackleton managed the 12 sessions that bring all Divisions together and squad members frequently attended.	
	Neighborhood Zone	Activities were created by the Squad ranging from police representation at public events within the zone, special crime reduction projects, and unsolicited "pulse checks" of different neighborhoods to understand and connect in relevant ways with residents.	
	Tailored Services	Service calls and statistics were monitored regularly to understand issues affecting life quality in assigned zones. Examples include South 99 Trailer Park tenant problem, transient problem 100 Broadway, N. River Commercial vagrancy. During July, vehicle prowling detection technology was directed at five different neighborhoods.	
	Crime Response	The Squad had a number of significant cases they provided first response support, Incidents ranged from Burlington homicide suspect arrest, Kulshan burglary, significant drug arrest Downtown, mobile home fire/death, Directed Patrol Missions to Rosewood (vehicle prowling), North River (drug/vagrancy), Downtown (aggressive panhandling/vagrancy).	
PROFESSIONAL DEVELOPMENT	Training to Meet Duties & Responsibilities Assigned		
	Squad Level Instructed	Topics ranged from "lessons learned" following a barricade negotiation, two closed homicide cases, a serious juvenile assault, shooting incident response, vehicle/foot pursuit, Spanish proficiency, video evidence collection, new tools & forensic software.	
	Outside Courses	5 different squad members attended 6 different courses ranging from Critical Incident Management, Crisis Negotiations, Instructor Development, Peer Support and Active Shooter.	
	Technology/Methods	Provided the training, tools and mentoring to ensure consistent proficiency with city camera technology, report dictation and Sector (computer base citation/accident reporting).	

DEMONSTRATING COMMUNITY COLLABORATION & CONNECTION	Participate in External & Internal Events	<i>Officers Howard & Lubking conducted MVSD Preschool presentation. Officers Flaherty and Leighton attended in support for the City Veteran's Day Celebration and Sergeant Shackleton, Officers Pash, Leighton & Howard supported the MVPD Volunteer Luncheon.</i>

PATROL DIVISION		Sergeant Ben Green’s Squad	
GOAL	OBJECTIVE	ACCOMPLISHED	
RESPONSIVE TO CRIME, DISORDER & DECAY	Support Neighborhood Policing Approach		
	Crime Response	The Squad had a number of significant cases they provided first response support or resolution for during the year. Incidents ranged from an arson, domestic violence, robbery, assault of a police officer, significant or complex burglary and vehicle prowl crimes.	
PROFESSIONAL DEVELOPMENT	Training to Meet Duties & Responsibilities Assigned		
	Squad Level Instructed	Topics ranged from video evidence retrieval, K-9 deployment, techniques to enter fortified structures, effective interviewing, CAD use, computer forensic tools, & crime scene skills. Each squad member took an instructor role in their area of interest or expertise.	
	Job Shadow Experiences	Officers participated with their counterparts in Traffic and K-9 to support and understand the role they have at MVPD.	
	Technology/Methods	Provided the training, tools and mentoring to ensure consistent proficiency with privately owned security cameras, vehicle prowl detection technology, video forensic software, etc.	

KULSHAN CREEK NEIGHBORHOOD RESOURCE OFFICER Officer Edgar Serrano		
GOAL	OBJECTIVE	ACCOMPLISHED
RESPONSIVE TO CRIME, DISORDER & DECAY		
	Police Call Response	<i>Service call response remained relatively stable with 846 reported (2019) 843 (2018).</i>
	Investigate Crime	<i>Suspicious, Citizen Assists, Domestic Violence, 911 Hang-up, and Noise were leading categories. Violent related crimes (Weapon Offense, Robbery, Fights, Burglary & Assault) that were a history in this neighborhood remain down.</i>
	Neighborhood Station	<i>Continues to be a key symbol of police resources for this community. An 8-person Leadership Skagit Team built a raised garden bed behind the station and replaced the walk-in ramp for their culminating project. Girl Scouts & a resident who volunteers to care take the Neighborhood Station flower beds were assigned these new plots.</i>
	Crime Reduction	<i>Addressed drug issues and animal problems at Skagit Mobile Manor. Transients camping in wetlands, \$10K to clean-up cost. Family at Cascade West with juvenile mental health issues and repeated police calls. Morning checks of student walkers on trails. Crosswalk emphasis SVC. LaVenture School Speed Emphasis.</i>
CHANGING NEIGHBORHOOD ATTITUDES & BEHAVIORS	Common Areas That Create Participation & Ownership	
	Neighborhood Garden	<i>42 separate plots are used by 30 different families who don't have this space available in apartment living.</i>
	KC Youth Program	<i>An average of 20 students attended 8 different field trips. One example: Salish Boat experience taking 30 kids/adults around Anacortes Bay to discover and learn. U.S. Forest Service & Catholic Housing Services were two important partners.</i>
	Neighborhood Festival	<i>Hundreds turned out for the June 15th KC Neighborhood Festival. Streets are closed and it's turned into a giant garage sale where neighbors share their wares. Boys & Girls Club, MV Parks, Girl Scouts, Labor & Industries, local churches & Master Gardners participated.</i>

	Resident Meetings	<i>Quarterly meetings attended by 20-25 residents. Topics: Police activity updates, City resources, court procedures, Labor & Industries, SeaMar Community Health Centers & Mayor Jill Boudreau and information exchanges.</i>
	Manager Meetings	<i>Regular meetings with area managers occurred sharing police service call information. Five managers participated in a training with a police shooting simulator.</i>
	Drive Safe Workshop	<i>NRO instructed two driver's license test prep. workshops (Spanish). 30 students per class.</i>
	SVC Radio Program	<i>Echos de la Comunidad is broadcast live from Skagit Valley College and one of the Latino Community's most listened to. NRO participated in 5 shows discussing cybercrimes, telephone scams, functions of the Criminal Justice Center and shared information occurring in MV.</i>

WEST HILL NEIGHBORHOOD RESOURCE OFFICER			Officer Brien Reed
GOAL	OBJECTIVE	ACCOMPLISHED	
RESPONSIVE TO CRIME/DISORDER & PROVIDE FOR SAFE SCHOOLS			
	Police Call Response	73 police calls to MVHS occurred in 2019. Alarms, information reports and suspicious circumstances were the top three calls. Police action examples: Former student came to campus wanting to fight a current student. She was escorted off and trespassed. Report of a student off-campus with a gun. Student and mother contacted, unfounded. A student on-campus reported with a gun. Student admitted to having it, not on-campus, school administrators emergency expelled student. Two former gang members came to campus and assaulted a student for earphones. Assault and theft crimes were charged.	
	Crime & Safety	Staff email (NRO is part of) is helpful to know what's being talked about to offer early intervention. SEE THREAT ASSESSMENT TEAMS. Officer Reed has contributed to crime prevention design during construction of the Fine Arts, Old Main and Shop buildings.	
	Threat Assessment Teams	NRO serves as a police rep on a multi-disciplinary team (Administrator, Counselor, Social Worker, Security, Police) when a student deemed high-risk. 6-8 assessments occurred; Examples: Threats to campus safety, student w/endangering mental health risk, etc.	
	Operations Talk	Contributes information occurring within the high school and surrounding neighborhood and problem solving at monthly meetings.	
	Gang Resource	Responded and investigated incidents within MVHS, regularly attended LE gang network meetings exchanging information and worked with parents, staff and school administrators.	
	Lockdown Readiness	NRO provided training to MVHS, Jefferson, Little Mountain and Centennial School staff.	
	Neighborhood Impacts	Off campus student parking and residential property trespassing were frequent problems NRO Reed worked with staff, student leaders and residents to form solutions.	
	Block Watch	Attended neighborhood meetings updating residents to area & citywide trends.	

WEST HILL NEIGHBORHOOD RESOURCE OFFICER Continued		
GOAL	OBJECTIVE	ACCOMPLISHED
SERVICES CONSISTENT WITH SCHOOL & NEIGHBORHOOD NEED	Teaching and Equipping	
	Criminal Justice Instructor	<i>Over 120 students participated in the Introduction to Criminal Justice taught by NRO Reed. Experiences included contemporary policing topics, career experience and hands on learning opportunities.</i>
	Augment Learning	<i>NRO was invited into other classrooms as a guest speaker. Examples: Civics – Prison & Incarceration, Freshman AVID – Fitting into MVHS, Domestic Violence Laws, Search & Seizure, Job Interview Preparation, Social Media: Do's & Don'ts, Personal Safety.</i>
	Support Students	<i>Ten seniors used their criminal justice class and NRO Reed's mentorship to help complete their required culminating project.</i>
	Preparatory Academy	<i>Officers Reed & Gerondale led the week long summer 'Student Police Academy' program attended by 12 students from area schools.</i>

MIDDLE SCHOOL RESOURCE OFFICER			Officer Jon Gerondale
GOAL	OBJECTIVE	ACCOMPLISHED	
SAFE SCHOOLS ENHANCE LEARNING			
	Police Call Response	<i>43 police calls to LVMS and 30 to MBMS occurred in 2019. Alarms, drug problem and threatening were the top three calls. Assaults, alcohol problem, weapon offense and trespassing were reported. 45 charges were referred to prosecutors between both schools.</i>	
	Investigate Campus Crime	<i>6 case highlights – Student SnapChat group soliciting nude photographs. Anonymous threat to harm the school written in bathroom. Adult instructional assistant intoxicated at school requiring physical removal. Bullet found in backpack. Off-campus assault and robbery involving a student. Crimes investigated and suspects were charged accordingly.</i>	
	Classroom Safety Assessments	<i>Classrooms at both middle schools were assessed for window coverings, door security, proper room numbering and placement of emergency guides.</i>	
	“Black Box”	<i>Both middle schools installed one for students to anonymously provide school security & safety tip. SRO provided continued education & maintenance of this system.</i>	
	Recognizing Students	<i>A school safety and security award was created for students at both middle schools to recognize students who have made a significant contribution to school safety.</i>	
STUDENT, STAFF & PARENT DEVELOPMENT	Classroom Teaching and Staff Training		
	Alcohol Awareness	<i>A 75 minute curriculum to 8th graders (16 classes) was taught by the SRO.</i>	
	Search & Seizure Laws	<i>A 75 minute curriculum to 8th grade LaVenture Social Studies Classes (8 classes) was taught by the SRO.</i>	
	Lockdown Readiness	<i>Mount Baker Middle School Staff were provided training by the SRO.</i>	

MIDDLE SCHOOL RESOURCE OFFICER Continued		
GOAL	OBJECTIVE	ACCOMPLISHED
	Involvement With Students & Parents	
	Lunch Time Activities	<i>Daily individual and group contacts with students during lunch & passing periods.</i>
	After School	<i>Attended school dances and sporting activities at both middle schools.</i>
	Leadership Club	<i>Co-advisor for LVMS Migrant/Bilingual Advocate of LEAP. A Club that performs community service and plans school activities. The group met every Tuesday afternoon.</i>

RECORDS DIVISION 2019 Accomplishments		
GOAL	OBJECTIVE	ACCOMPLISHED
ADDRESS INCREASING WORKLOADS	Increase from 6.5 to 7 FTE Records Specialists	<i>Mayor and City Council approved converting our half-time position to full-time in 2020.</i>
	Evaluate need for a public disclosure specialist	<i>1,290 requests for public records in 2019 totaling 694 hours of staff time supports the need. It's unachievable in 2020 and will remain a long-range goal.</i>
	Remodel planning to accommodate additional staff	<i>Records Manager met with designers to analyze space needs and costs.</i>
SERVING CUSTOMERS	Transcribe and process police officer reports	<i>6,111 main narratives and supplemental report follow-ups were processed. 4,281 case files were created</i>
	Walk-in, call-in and electronic customer visit response	<i>9,233 were handled by our Receptionist and Records Specialist filling in during her absence. A computer tablet was added for walk-ins to self-serve report requests.</i>
	Process weapon background checks and carry permits	<i>Processed: 915 background checks for weapon purchases, 147 original weapon carry permits, 106 license renewals, 7 late renewals, 12 license replacements</i>
	Provide police held records to those making public requests	<i>Individual citizens, law firms, other government entities, media and organizations requested 1,290 records this year. 903 were processed within five days, 360 took longer taking approximately 702 staffing hours to complete. Request sources included 625 - individuals, 153 - law firms, 91 - organizations, 81 - insurers, 330 - government entities, 10 - miscellaneous sources. \$485,929 is the estimated cost for managing and retaining records (equipment, software and staffing time).</i>
	Process protection orders issued by the courts	<i>Individuals petition the court for protection orders. Records entered 404 original orders and later received modification requests for 301 of these totaling 705 entry requirements.</i>
	Timely arrest warrant entries for the court	<i>2,026 arrest warrants were entered. A "second check" system is required where one Records Specialist makes the initial entry and a second confirms before uploading.</i>
ELIMINATING OLD RECORDS	Dedicated staff time to purge sexually motivated cases	<i>RCW 40.14.070 requires all closed or expired sexually motivated investigations to be archived by WASPC. 1,121 researched and moved in 2019.</i>

RECORDS DIVISION			2019 Accomplishments - Continued
GOAL	OBJECTIVE	ACCOMPLISHED	
CONVERT FROM PAPER TO ELECTRONIC RECORDS	Convert protection orders from paper to electronic	<i>A procedure was created standardizing entry and storage into Spillman.</i>	
	2018 protection orders	<i>Approximately 1700 orders were converted from paper to electronic.</i>	
PROFESSIONAL DEVELOPMENT FOR STAFF	On-going skill, knowledge, professional development	<i>Trainings attended: Firearms & evidence, de-escalation, employment law, record archiving, L&I, National Instant Criminal Background Checks, WA Assoc. Public Records Officers.</i>	
CONTEMPORARY POLICIES & PROCEDURES	Create 2-3 new procedures & review, monthly staff meeting	<i>22 new or updated procedures were completed and 9 have been finalized.</i>	
PATROL DEVELOPMENT TRAINING	Records/Patrol Training - Improve Efficiency	<i>Three sessions were provided to patrol squads, Special Operations and other Divisions.</i>	
PROPERTY DIVISION			2019 Accomplishments
GOAL	OBJECTIVE	ACCOMPLISHED	
BAR CODE SCANNING TRANSITION	Research the cost and feasibility	<i>Comprehensive research was completed identifying a compatible system with Spillman. Cost and acquisition ability will be reviewed in 2020.</i>	
DESTRUCTION – DRUG/GUN SEIZURES	Schedule drug destruction dates with other agencies	<i>361 items were destroyed in October.</i>	
	Schedule gun destruction dates	<i>None occurred in 2019, moved to 2020.</i>	

PROPERTY ROOM MANAGEMENT	Identify property for release, auction or destruction	<i>4,813 property in-takes. 1,059 property releases. 3,332 evidence destructions. 419 Found/Safekeeping property destroyed. 190 items sent to auction. 18 items donated</i>
	Coordinate public drug take back days	<i>Events occurred in April and October. 125 citizens turned over 343 pounds of expired prescription drugs or related items.</i>
	Create evidence handling procedures for new staff	<i>A centralized folder was created for procedural tips sent via email. In-service training for patrol squads involving procedure/practice occurred. No formal procedures were produced</i>

ADMINISTRATIVE SERVICES DIVISION		2019 Accomplishments
PROVIDE A SAFE WORKPLACE		
	Department Safety Committee	<i>Quarterly meetings occurred with representation from each Division. Work included fold down changing tables in our public restroom, Association of Washington Cities L&I compliance training, accident/injury reviews, fire safety inspection, new staff safety orientations, Range Officer hearing/blood test compliance.</i>
	City Safety Committee	<i>Lieutenant Chris Cammock attended the scheduled meetings representing the police department. Relevant information was brought back to the Department Safety Committee.</i>
	Fire Inspection	<i>Mount Vernon Fire Department conducted their annual safety inspection accompanied by a member(s) of the Department Safety Committee</i>
	Finalize Officer McClaughry PSOB process	<i>Officer McClaughry was shot in the line of duty and eligible for a federal Public Safety Officers Benefits. We were assisted in the process by a federal partner and he received the full benefit.</i>
PROVIDE CONTEMPORARY POLICE TRAINING		
	Manage Skill Based Training	<i>State required annual Crisis Intervention Training by all commissioned staff accomplished, monthly firearms, annual emergency vehicle (EVOC) training, selected a new Defensive Tactics Instructor, three DT sessions, First Aid/CPR, etc.</i>
	Career Certifications For Managers/Supervisors	<i>Sergeant Dave Shackleton received his First Level Supervision Certification</i>
UPDATE/COMPLY WITH STATE REQUIREMENTS & DEPARTMENT POLICY & PROCEDURES		
	Transition annual policy testing to Target Solutions	<i>Project was started but not completed in 2019.</i>

	New Park Ranger Policies	<i>Chapter 29 was a newly created policy for the Law Enforcement Park Ranger function. It contains contemporary practices and procedures for the new position.</i>
	New 12-hour Patrol Schedule Policies	<i>Worked with the Guild, Supervisors and staff to create contract and policy language to transition from the 8.5 hour patrol schedule to the 12 hour Pitman schedule.</i>
	Mandatory 2-hour CIT	<i>All commissioned police officers completed the required Washington State Criminal Justice Training Commission annual Crisis Intervention Training.</i>
	Range Officer Blood/Hearing Test	<i>The required L&I testing for Range Officers exposed to lead as part of their firearm instructor duties was completed.</i>
CONTINUED RECRUITING COMMITMENT		
	Preparatory Academy	<i>9 students from area high schools attended and successfully completed this week long academy program. See Page 30 for further program description. School based officers Brien Reed and Jon Gerondale managed the program and various staff instructed.</i>
	Administrative Assistant Hiring Process	<i>Katherine Hall was hired in 2019.</i>
	Police Officer Vacancies	<i>Five new police officers were hired in 2019.</i>
	Park Ranger Hiring	<i>Park Ranger Kevin Mathis was hired in 2019.</i>
	Recruiting	<i>Recruiters attended SVC Park Academy, Public Safety Testing sites, Washington State University Career Fair, Concrete High School College & Career Fair, Central Washington University Career Fair, MVHS Science Night, Boys & Girls Club Career Day, Women in Law Enforcement Career Fair, Skagit Valley College Technical Academy Program, Edmonds Community College Career Fair and Skagit Valley College Women in LE Career Fair.</i>
	Create a New Police Officer Recruiting Brochure	<i>Project completed.</i>

COORDINATE TEMPORARY ASSIGNMENTS & LEAD OFFICER POSITION.		
	Lead Officer Program	<i>Lead Officers are a vital part of the daily management structure. Officers must have at least 4 years' experience to be eligible and complete written testing and interviews with Sergeants/Lieutenants. It has proven itself as a successful succession strategy for those interested in promoting into supervision or managerial roles. 13 Officers were appointed, 3 were new and 5 retested to improve their performance.</i>
	Temporary Assignment Selections	<i>Police Tactical Operations, Powershift (3), Field Training Officer, Criminal Investigator (2), EVOC Instructor, NARCAN/Haz Mat/Bloodborne Pathogens Instructor, Drug Investigator.</i>
	Promotional Selections	<i>Sergeant Ben Green was selected following Civil Service approved written testing, assessment center, and command interview panel.</i>
	Spanish Proficiency	<i>7 officers successfully completed the proficiency testing conducted by a Skagit Valley College World Studies and language instructor. Testing occurs every two years.</i>



THE END